3d
WEEKLY
JULY 6, 1946

Nursing times

CONTENTS

earning from One Another
✦
ocial Medicine
✦
s Be or Not To Be ?—a Conference of the Sister Tutor Section, Royal College of Nursing
✦
oming of Age
✦
Family Affair—a Conference of the Public Health Section, Royal College of Nursing
✦
he Annual General Meeting of the Sister Tutor Section, Royal College of Nursing
✦
Woman's International Work—a Conference of the Ward and Departmental Sisters' Groups, Royal College of Nursing
✦
he American Way
✦
he Branches Standing Committee Meets
✦
Welcome Home
✦
oyal College of Nursing News

Not Merely a Series of Dried Milks

Allenburys Foods form a graduated series of which each member is designed for a different period in the rapid development of the baby's digestive powers from birth until he can deal with solid food.

Allenburys Humanized Milk Foods Nos. 1 and 2 contain approximately the proportions of casein, albumen, fat, and milk sugar present in human milk. They contain no starch

Allenburys Malted Food No. 3, when prepared (with milk) for use, is a partly digested cereal food.

MILK FOOD No. 1 Birth to 3 months
MILK FOOD No. 2 3 to 6 months
MALTED FOOD No. 3 6 months upwards

Allenburys
FOODS FOR INFANTS

ALLEN & HANBURYS LTD · LONDON · E · 2
PHONE: BISHOPSGATE 3201 (12 LINES). WIRES: GREENBURYS, BETH, LONDON

Registered as a Newspaper
VOL. XLII. No. 27

Journal of the Royal College of Nursing

MAKE IT EASY TO BE HYGIENIC

WITH Sugg Gas Incinerators installed throughout the building, any excuse for untidiness or furtive secretion of objectionable rubbish is gone. Manipulation is simple in the extreme—just open the door and drop in the refuse. The automatic Time shut-off device ensures complete and immediate destruction with economy of gas consumption. The inconvenience and expense which frequently follow from other methods of disposal are avoided. A tidy store, office, or workshop is a healthier place in which to work. Hospitals and Institutions too find Sugg Gas Incinerators invaluable for the rapid disposal of dressings etc. Full specifications and prices on request.

SUGG
WESTMINSTER

GAS INCINERATORS

W. SUGG & CO. LTD., CHAPTER ST., WESTMINSTER, S.W.1. *Vic 3211*

what MILTON is . . .

6. THE NON-IRRITANT HYPOCHLORITE★

Milton has a lower pH than the other hypochlorite solutions commonly used. A low alkalinity means increased bactericidal efficiency and avoids irritation to the tissues.

"*A low alkalinity is a much greater factor in disinfection with hypochlorites than is the concentration of available chlorine.*" (A. S. Rudolph, Iowa St. Coll. J. Sc., 17, 114, (1942).

Milton is an electrolytically prepared 1% solution of sodium hypochlorite. It is less alkaline than any other hypochlorite at the equivalent concentration.

When *Milton* is compared with Dakin's Solution at the equivalent concentration of available chlorine w/v it is again much less alkaline.

For low alkalinity, the choice is MILTON, *not* any hypochlorite

For quotations for bulk supplies for hospitals write Professional Dept., Milton Antiseptic Ltd., John Milton House, London, N.7

★ *The sixth of a series of advertisements written specially to correct various misconceptions and to explain how and why* Milton *differs from all other hypochlorite antiseptics.*

MILTON the stable brand of electrolytic sodium hypochlorite, standard strength (1%) and low alkalinity.

A little more persuasive

The irresponsiveness of many convalescent and non-mobile patients to ordinary, simple laxatives often results in recourse to purgatives, which although uncomfortably drastic, afford but temporary relief. Medilax, containing seven ingredients, scientifically selected and clinically proved, rarely fails to do what is expected of it. Yet this medical idea of a Laxative, has a gentleness of action which avoids all physical discomfort, and the further advantage that its good effect lasts several days.

Medilax Laxative Pellets are supplied in bottles at 1/5 and 3 4½ by Chemists everywhere ; or send 1d. stamp to address below for Sample and Literature.

SAVORY & MOORE, LTD.,
(Pharmaceutical Dept.)
143 New Bond Street, London, W.1.

MEDILAX
Brand
LAXATIVE PELLETS

. 1946

utions
ricidal

hypo-
A. S.

odium
at the

valent
aline.

orite
ional
, N.7

ritten
and
from

lytic
dard
nity.

14/- per

NOR
LAWN
The Annua
ust 1, 19
dent an
bers of t

OFF
14/- per

THE G
FOR
Invites ap
Training
Applicants
ing expe
ministratio
reference w
Public As
be first
commer
velling an
ployers'
of an
perated
al Hospita
Candidate
ools for n
cases for t
Applicatio
tes and
eived by
may be o
addressed e
Nursing Co
Scotland P
marked "A
ing.

OF
14/- p

THE R
ELLE
The Cou
with consid
to the val
tion of pe
The gra
a member
who tra
hospitals:-
Brompt
Lambeth
Seamen'
Applica
The Di
Royal Co
Cavendish
The su
reader a
has been
undertake

The Co
League h
Mabel B
£50 to
enable h
study th
training
should b
Guy's H

Arrang
for pupil
Septembe
(i) First
Writ
Oral
August 2
26th, Ma
(ii) Secon
Septem
tember
Bristol;
All ap
be receiv
the date

TRA
14/-

Exami
Chiropod
will be h
from, Br
and app
The Reg
Bists of
W.1.

N

Train
is prep
the Min
For
Health
S.W.1.

RE-UNION

14/- per inch, minimum charge 10/-.

NORTH-WESTERN HOSPITAL, LAWN ROAD, HAMPSTEAD, N.W.3

The Annual Reunion will be held on Thursday, August 1, 1946, at 3 p.m. The Medical Superintendent and Matron cordially invite all past members of the staff. R.S.V.P. to Matron. (266)

OFFICIAL APPOINTMENTS

14/- per inch, minimum charge 10/-.

THE GENERAL NURSING COUNCIL FOR ENGLAND AND WALES

invites applications for the post of **Inspector of Training Schools for Nurses.**

Applicants must be State-Registered Nurses having experience as Ward Sisters, in hospital administration and in the training of nurses. Preference will be given to those with experience in Public Assistance Hospitals. The appointment in the first instance will be on a temporary basis at a commencing salary of £497 per annum plus travelling and subsistence allowance. Payment of employers' contributions by the Council in the case of an applicant already participating in the Federated Superannuation Scheme for Nurses and Hospital Officers will be considered.

Candidates will be required to inspect training schools for nurses for the Register and for Assistant Nurses for the Roll.

Applications and typewritten copies of certificates and of three recent testimonials to be received by August 3, 1946. Forms of application may be obtained by sending a stamped and addressed envelope to the Registrar, the General Nursing Council for England and Wales, 23, Portland Place, London, W.1. Envelopes to be marked "Appointment" in top left-hand corner only. (365/20)

OFFICIAL ANNOUNCEMENTS

14/- per inch, minimum charge 10/-.

THE ROYAL COLLEGE OF NURSING ELLEN SARAH FOUNTAIN GRANT

The Council of the Royal College of Nursing will consider applications for the above grant to the value of £10, to be expended on some form of post-graduate study.

The grant is available to any nurse who is a member of the College of Nursing and who trained at one of the following hospitals:—

Brompton Hospital for Consumption, S.W.3.
Lambeth Hospital, S.E.11.
Seamen's Hospital, Greenwich, S.E.10.

Application forms to be returned to:—The Director in the Education Dept., The Royal College of Nursing, 1a Henrietta Place, Cavendish Square, London, W.1.

The successful applicant will be asked to render a statement showing how the grant has been expended, at the end of the course undertaken. (66)

GUY'S HOSPITAL, S.E.1.

The Council of the Guy's Hospital Nurses' League has decided to award the Cosmo and Mabel Bonsor Scholarship to the value of £60 to a member of the Nurses' League to enable her to take some form of post graduate study this autumn. Application forms obtainable from the Secretary, Nurses' League, should be returned to the Matron's Office, Guy's Hospital, by July 15, 1946. (254)

CENTRAL MIDWIVES BOARD

Arrangements are being made for examinations for pupil-midwives to be held in August and September, 1946, as follows:—

(1) **First Examination**—

Written: August 14th.

Oral: August 21st, Birmingham, Leeds; August 23rd, London Bristol, Liverpool; August 28th, Manchester, Newcastle-on-Tyne.

(2) **Second Examination**—

September 11th, Birmingham, Leeds; September 12th, Croydon; September 13th, London, Bristol; September 14th, Manchester.

All applications for entry to examination must be received by the Board **at least 4 weeks** before the date of the examination.

A. J. BENNETT,
Secretary.
(360)

TRAINING AND LECTURE COURSES

14/- per inch, minimum charge 10/-.

CHIROPODY

Examinations for the Diploma of Licentiate in Chiropody (L.Ch.) open to practising chiropodists, will be held during September at London, Birmingham, Bradford, and Glasgow. Full particulars and application forms may be obtained from: The Registrar, G.C.B., Joint Council of Chiropodists of Gt. Britain, 19, Sackville Street, London, W.1. (155)

NATIONAL HEALTH SOCIETY
HEALTH VISITORS

Training Course for Health Visitors, etc., in preparation for Examination approved by the Ministry of Health.

For particulars apply to Secretary, National Health Society, 9 Eccleston Street, London, S.W.1. (365/6)

ROYAL COLLEGE OF NURSING

Courses for trained nurses in preparation for:—

(a) Health visiting. Six months. Approved by the Ministry of Health.
(b) Industrial Nursing courses. Full and part-time. Starting, September, 1946.
(c) Sister Tutors. One year whole-time.
(d) Dietitians. Eighteen months whole-time.
(e) Diploma in Nursing. University of London. Two years. Tuesdays and Thursdays.
(f) Nurse Administrators. 10 months whole-time.
(g) Course in Teaching of Parenteraft. Starting October.—2 terms part-time.
(h) Part-time Course in Venereal Diseases Starting September 26.

Apply to the Director, Education Department, Royal College of Nursing, 1a Henrietta Place, Cavendish Square, W.1. (x18)

METROPOLITAN BOROUGH OF SHOREDITCH
PROBATIONER HEALTH VISITORS

Applications are invited from State Registered Nurses holding the Part I Certificate of the Central Midwives' Board, wishing to act as **Probationer Health Visitors** for a period of one year whilst preparing for the examination for the Health Visitor's Certificate. Applicants must be resident or employed in the London area. A joint training scheme between the Borough Council and the Battersea Polytechnic has been approved by the Minister of Health, and the time of the persons appointed will be allocated accordingly.

The salary offered is £100 per annum, plus cost of living bonus, at present £48 per annum (if over 21) (out of which the persons appointed will be required to pay a tuition fee of about £8 10s. to the Battersea Polytechnic).

The appointment will be subject to a medical examination and to the provisions of the Shoreditch and Other Metropolitan Borough Councils (Superannuation) Acts, 1922-1937.

Further particulars as to duties, etc., and form of application can be obtained from the Medical Officer of Health, Town Hall, Old Street, E.C.1, by whom applications must be received not later than noon on Tuesday, July 16th, 1946, endorsed "Appointment of Probationer Health Visitor."

Shoreditch Town Hall. R. CYRIL RAY.
Old Street, E.C.1. Town Clerk.
June 18th, 1946. (245)

PUBLIC HEALTH VACANCIES

14/- per inch, minimum charge 10/-.

MIDDLESEX COUNTY COUNCIL

Tuberculosis Visitor required for REDHILL CHEST CLINIC. Candidates must be fully trained nurses with special experience in tuberculosis work. Rushcliffe Scale Salary. Established and pensionable staff. Written applications, stating age, quals. and experience, with copies of up to three testimonials to the undersigned by July 13th, 1946.

Guildhall. C. W. RADCLIFFE.
Westminster. Clerk of the County Council.
S.W.1. (233)

COUNTY BOROUGH OF WEST BROMWICH
APPOINTMENT OF HEALTH VISITOR

Applications are invited for the joint appointment of **Health Visitor - School Nurse**

Applicants must be general trained and State Registered Nurses and hold (a) the Certificate of the Central Midwives' Board and (b) the Health Visitors' Certificate issued by the Royal Sanitary Institute.

The salary will be in accordance with the Rushcliffe Scale.

The appointment is subject to the provisions of the Local Government Superannuation Act, 1937; the successful candidate will be required to pass a medical examination. She will be required to reside in the borough.

Applications, stating age, qualifications and experience, accompanied by copies of two recent testimonials and two names and addresses for reference should be sent not later than July 13th, 1946.

Health Dept., W. S. WALTON.
West Bromwich. Medical Officer of Health. (353)

GLOUCESTERSHIRE—HEALTH VISITORS

Gloucestershire County Council invite applications for the appointment of **Health Visitors.** The duties will include health visiting, school nursing, tuberculosis visiting and allied work.

Salary (£270 × £10 to £360), and conditions of service according to Rushcliffe Report plus £20 for subsistence, and travelling expenses in accordance with the County Scale.

Candidates must be general trained nurses possessing the C.M.B. Certificate and must either have held, prior to April 1, 1930, the appointment of Health Visitor with the approval of the Ministry of Health, or have obtained the Health Visitors' Certificate under the conditions approved by the Minister, or the Diploma issued under the Board of Education (Health Visitors' Training) Regulations, 1919. Preference will be given to candidates who have had previous experience of health visiting and school nursing duties.

The appointment will be subject to Local Government Superannuation Act, 1937, and the successful candidate must pass a satisfactory Medical Examination.

Forms of application and particulars of duties can be obtained from County Medical Officer of Health, Langham House, 18, Berkeley Street Gloucester, and completed and returned by July 6, 1946. Canvassing will disqualify.

Shire Hall, GUY H. DAVIS,
Gloucester. Clerk of the County Council. (152)

CITY OF PLYMOUTH
MEDICAL OFFICER OF HEALTH'S DEPARTMENT
HEALTH VISITOR

Applications are invited for the appointment of whole-time **Health Visitor** in the Maternity and Child Welfare Department. The salary will be in accordance with the Rushcliffe Scale, and uniform and travelling expenses will be provided.

The applicants should have the following qualifications:—

(1) Certificate of State Registration;
(2) Certificate of Central Midwives' Board;
(3) The New Health Visitors' Certificate of the Royal Sanitary Institute.

The successful candidate will be required to work under the direction and supervision of the Medical Officer of Health, to pass a medical examination, and to contribute to the superannuation scheme. The appointment will be terminable by one month's notice on either side at any time.

Forms of application may be obtained from the undersigned and should be returned as soon as possible in an envelope endorsed "Health Visitor," together with copies of three recent testimonials.

Seven Trees. T. PEIRSON,
Lipson Road, Medical Officer of Health.
Plymouth. (213)

CITY OF WAKEFIELD
APPOINTMENT OF MUNICIPAL DISTRICT MIDWIFE

Applications are invited for the above mentioned post at a salary in accordance with the Midwives' Salaries Committee Scale. The appointment is a superannuable one, terminable by three months' notice on either side. The passing of a medical examination is essential.

Application forms are obtainable from, and should be returned to The Medical Officer of Health, Town Hall, Wakefield, immediately.

Town Hall, W. S. DES FORGES,
Wakefield. Town Clerk.
June, 1946. (204)

MIDDLESEX COUNTY COUNCIL

Health Visitors and School Nurses are required for permanent posts and temporary holiday relief posts. Candidates should be State Registered Nurses, State Certified Midwives, and possess the Health Visitor's certificate of the Royal Sanitary Institute. Salary and conditions according to the Rushcliffe Scale. Medical exam. for permanent post. Applications (forms not provided), stating age, qualifications and experience, with copies of up to three recent testimonials to the undersigned by Saturday, July 27th.

Guildhall, C. W. RADCLIFFE.
Westminster, Clerk of the County Council.
S.W.1. (347)

ESSEX COUNTY COUNCIL

Health Visitor required by Essex County Council. Salary in accordance with the terms and conditions of the Rushcliffe Committee. Forms of application obtainable from the Clerk of the Council, County Hall, Chelmsford. Apply immediately. (88)

COUNTY BOROUGH OF DEWSBURY
PUBLIC HEALTH DEPARTMENT
HEALTH VISITOR

Applications are invited for the above post. Candidates must possess a Health Visitor's Certificate approved by the Minister of Health.

The salary will be in accordance with the Rushcliffe Scale. The successful candidate will contribute to the Corporation's Superannuation Fund, and will be required to pass a medical examination.

Applications, on forms to be obtained from the undersigned, endorsed "Health Visitor," should be forwarded, as soon as possible to the Medical Officer of Health, Municipal Buildings, Halifax Road, Dewsbury.

C. G. PAYTON,
June, 1946. Medical Officer of Health. (274)

BEDFORDSHIRE COUNTY COUNCIL
HEALTH VISITOR

Applications are invited by the above Council for the appointment of **Health Visitor.**

Applicants must possess the following qualifications:—

(1) State Registered Certificate.
(2) Certificate of the Central Midwives Board.
(3) Health Visitors' Certificate of the Royal Sanitary Institute.

Salary and conditions of service will be in accordance with the Rushcliffe Scheme and the appointment will be subject to the provisions of the Local Government Superannuation Act, 1937.

Applicants must be able to cycle or drive a car and an allowance of £60 per annum is made for travelling.

Further information as to duties, place of residence, etc., may be obtained on application to the County Medical Officer, Shire Hall, Bedford.

Applications, stating age, qualifications and experience, together with copies of not more than three recent testimonials and endorsed "Health Visitor," should be addressed to the undersigned.

Shire Hall, J. B. GRAHAM,
Bedford. Clerk of the County Council. (332)

WEST RIDING COUNTY COUNCIL
PUBLIC HEALTH DEPARTMENT
TUBERCULOSIS VISITOR
SOWERBY BRIDGE AREA

Applications are invited for the post of **Tuberculosis Visitor.**

Applicants should have obtained the Health Visitor's Certificate issued by the Royal Sanitary Institution or be fully trained nurses with previous experience in the treatment of tuberculosis at a Sanatorium or at a Tuberculosis Dispensary.

Salary will be in accordance with the Rushcliffe Scale.

Successful candidates will be required to pass a medical examination and to contribute to the County Council's Superannuation Fund. Applications on a form to be obtained from the County Medical Officer, Public Health Department, Wakefield, together with copies of three recent testimonials endorsed "Tuberculosis Visitor," must be received at the County Medical Officer's Department, Wood Street, Wakefield, not later than 10 a.m. on Monday, July 15th, 1946.

County Hall, B. KENYON,
Wakefield. Clerk of the County Council. (334)

WESTMORLAND COUNTY COUNCIL

Domiciliary Midwife for Kendal Area; not resident; S.R.N. and S.C.M. Rushcliffe Salary Scale. Uniform and laundry allowance. Car provided. Applicants should state age; married or single; qualifications; training school experience, and be accompanied by three recent testimonials and should be addressed to the Medical Officer of Health, County Hall, Kendal, Westmorland. (379)

RHONDDA URBAN DISTRICT COUNCIL

Applications are invited for the following appointments: (a) **Orthopaedic Nurse** for the treatment of school children and pre-school children) at an inclusive salary of £300 rising by annual increments of £15 to £360 per annum, and (b) Two **Masseuses** (for a proposed Rheumatism Clinic), each at an inclusive salary of £270 rising by annual increments of £12 10s. 0d to £345 per annum. Candidates for each of the above appointments must hold the Certificates of the Chartered Society of Physiotherapy in Massage, Medical Gymnastics, and Light and Electro-therapy. Forms of application and conditions of appointment may be obtained from the Medical Officer of Health, Tydfil House, Pentre, Rhondda, by whom completed applications must be received not later than Thursday, July 18th, 1946.

D. J. JONES,
Clerk of the Council. (352)

MALTA MEMORIAL DISTRICT NURSING ASSOCIATION

(QUEEN'S SISTERS REQUIRED)

There are still vacancies for the above named who are prepared to undertake pioneer district work in Malta under the above Association. This important work is entirely new and the Association has been organised to carry it out in addition to providing a Training School for Nurses for Maltese girls. Applicants should be of the Roman Catholic faith. Have had good experience in rural areas, and the H.V. Cert. is desirable but not essential. Rushcliffe Scale of salary and F.S.S. premiums will be paid. The contract will be for three years and applicants should be prepared to leave for Malta in November. Sea passage both ways will be paid. Apply: Nursing Superintendent, Q.I.D.N., 57 Lower Belgrave Street, London, S.W.1. (451)

For early insertion, all advertisements should be sent to the Manager, "Nursing Times," Messrs. Macmillan & Co., Ltd., St. Martins Street, London, W.C.2

BOROUGH OF EDMONTON
APPOINTMENT OF MUNICIPAL MIDWIFE
(PERMANENT)

The Corporation invite applications for the above permanent appointment from persons possessing the S.C.M. and S.N.R Certificates. Applicants should have had recent experience in district midwifery. The salary, emoluments and conditions of service except those relating to sick pay will be in accordance with the Report of the Midwives' Salaries Committee.

The regulations of the Corporation with respect to sick pay and other matters not provided for in the above mentioned report will apply. The appointment is subject to passing a medical examination and the Local Government Superannuation Act, 1937.

Forms of application to be obtained from the Medical Officer of Health, Town Hall, Edmonton, must be returned to me, the undersigned, accompanied by copies of not more than three recent testimonials, not later than Saturday, July 27th, 1946.

Canvassing either directly or indirectly will be a disqualification.

Town Hall, Edmonton, N.9. H. BACKHOUSE, Town Clerk.
June 26th, 1946. (348)

COUNTY BOROUGH OF HASTINGS
PUBLIC HEALTH DEPARTMENT

Applications are invited for the post of **Health Visitor and School Nurse.**

Candidates must be State Registered General Trained Nurses, holding the C.M.B. certificate and the Health Visitor's Certificate of the Royal Sanitary Institute.

The successful candidate will normally be employed as District Health Visitor and District School Nurse, but may be required to undertake any other work carried out by the Health Visiting and School Nursing Staff.

Salary in accordance with the Rushcliffe Scale, with uniform and travelling expenses provided, and the appointment will be subject to the provisions of the Local Government Superannuation Act, 1937, and to the successful candidate passing the necessary medical examination.

Forms of application may be obtained from the undersigned, 44 Wellington Square, Hastings, and completed applications with copies of not more than three recent testimonials, should be forwarded to me not later than July 20th, 1946.

G. R. BRUCE,
Medical Officer of Health.
(256)

ROTHWELL URBAN DISTRICT COUNCIL
(YORKS)
APPOINTMENT OF HEALTH VISITOR

Applications are invited for the appointment of **Health Visitor** from persons possessing the necessary statutory qualifications. The appointment is subject to all the provisions of the Rushcliffe Report (Nurses' Salaries Committee). Form of application and list of duties may be obtained from the undersigned, to whom completed applications should be forwarded not later than July 20th, 1946.

Civic Buildings, Rothwell, Leeds. E. F. MOORHOUSE, Clerk of the Council.
(359)

BOROUGH OF BRENTFORD AND CHISWICK
APPOINTMENT OF HEALTH VISITOR AND SCHOOL NURSE

Applications are invited for the appointment of a **Health Visitor** and **School Nurse** at a salary in accordance with the recommendations of the Rushcliffe Report.

Applicants must be State-registered Nurses holding the Certificate of the Central Midwives' Board and the Health Visitor's Certificate of the Royal Sanitary Institute.

The post will be under the provisions of the Local Government Superannuation Act, 1937, and the successful candidate will be required to pass a medical examination.

Applications, stating age, qualifications and experience, together with copies of three recent testimonials, and endorsed "Health Visitor and School Nurse" must be sent so as to reach the Town Clerk, Town Hall, Chiswick, W.4, not later than July 13th, 1946.

Canvassing, either directly or indirectly, will be a disqualification.

Town Hall, Chiswick, W.4. JOHN SKINNER, Town Clerk.
(363)

CITY AND COUNTY OF BRISTOL
DEPARTMENT OF PUBLIC HEALTH

Applicants are invited for the appointment of **Domiciliary Municipal Midwife** at a salary in accordance with the Report of the Midwives' Salaries Committee

Candidates must be S.R.N. and S.C.M. Suitable applicants will have the opportunity of gaining experience in the training of Pupil Midwives.

The appointments are subject to medical examination and to the provisions of the Local Government Superannuation Act.

Applications, on forms to be obtained from the undersigned, should be returned forthwith.

Kenwith Lodge, Westbury Park, Bristol, 6. R. H. PARRY, Medical Officer of Health.
(446)

CITY AND COUNTY OF BRISTOL

DEPARTMENT OF PUBLIC HEALTH

Applications are invited for the following appointments (Rushcliffe salaries and holidays):—

SOUTHMEAD GENERAL HOSPITAL
(AND OBSTETRIC SCHOOL FOR BRISTOL UNIVERSITY)
(673 Beds)

Superintendent Paediatric Sister (including Premature Baby Unit). Candidates must be State Registered Nurses and State Certified Midwives. The possession of the Midwife Teacher's Certificate, S.R.C.N. or experience with premature infants will be regarded as additional qualifications. Salary £220 x £10 x £270 per annum, plus residential emoluments.

Ward Sisters.

Staff Midwives (facilities for obtaining Midwife Teacher's Certificate at Bristol University).

Staff Nurses (including Staff Nurses for Premature Baby Unit).

SNOWDON ROAD HOSPITAL, BRISTOL
(283 Beds—Chronic Sick and T.B.)

Staff Nurses.

Assistant Nurses.

MORTIMER HOUSE MATERNITY HOSPITAL BRISTOL
(35 Beds)

Staff Midwives.

HAM GREEN INFECTIOUS DISEASE HOSPITAL AND SANATORIUM
(500 Beds)

Sister Tutor (qualified). Salary £230 x £10 x £280 per annum.

Ward Sister (for Fever).

Staff Nurses (S.R.N. for fever training and also for Sanatorium).

Assistant Nurses for Sanatorium.

Student Nurses—two years' fever training. Age not less than 17½ years. Successful candidates eligible to take two years' general training at Southmead Municipal General Hospital for S.R.N. Posts, unestablished, superannuable.

CHARTERHOUSE ON MENDIP HOSPITAL
(INFECTIOUS DISEASE AND T.B.)
NR. BLAGDON, SOMERSET
(107 Beds)

Night Sister—Salary £155 x £10 x £205.

Ward Sister.

Staff Nurses for Sanatorium.

Assistant Nurses for Sanatorium.

FRENCHAY GENERAL HOSPITAL
(in course of development and at present accommodating special thoracic unit and chronic sick).

Ward Sister—for chronic sick.

Staff Nurses for chronic sick and surgical thoracic unit (T.B. and non-T.B.).

Assistant Nurses (for Thoracic unit and chronic sick).

FRENCHAY PARK SANATORIUM FRENCHAY, BRISTOL
(106 Beds for T.B. children, medical and surgical).

Ward Sisters.
Staff Nurses.
Assistant Nurses.

RESIDENTIAL NURSERIES

DOWNEND & FRENCHAY NURSERIES & TRAINING COLLEGE
(150 Children)

Sisters—S.R.N. or S.R.C.N.

Nursery Nurses—Salary £90 x £5 x £120 with a further increment of £5 every 2 years to £160 p.a., plus residential emoluments valued at £100 p.a.

NORE HOUSE RESIDENTIAL NURSERY, PORTISHEAD, SOM.
(30 Children)

Nursery Nurses. Salary £90 x £5 x £120 with further increments of £5 every 2 years to £160 p.a., plus residential emoluments valued at £100 p.a.

The appointments will be subject to medical examination and to the provisions of the Local Government Superannuation Act, 1937.

Applications on forms to be obtained from the undersigned, or the Matrons of the respective hospitals, should be submitted forthwith.

Kenwith Lodge, Westbury Park, Bristol, 6. R. H. PARRY, Medical Officer of Health.
(443)

SURREY COUNTY COUNCIL
PUBLIC HEALTH DEPARTMENT
HEALTH VISITORS

Applications are invited for the appointment of **Health Visitors** to fill vacancies on the staff. Applicants must be fully trained nurses holding the certificate of the Central Midwives' Board and Health Visitors' Certificate.

The duties will comprise infant welfare work, medical inspection and treatment of school children, home visitation, attendances at chest clinics and any other Public Health work that may be required. The salary will be in accordance with the Rushcliffe recommendations.

The appointments will be subject to the staffing regulations of the Council.

Copies of forms of application may be obtained from the County Medical Officer, Elmhurst, Penrhyn Road, Kingston-on-Thames, to whom completed applications should be returned, together with a copy of three recent testimonials.

The last date for the receipt of applications is July 17th, 1946 (461)

CARSHALTON URBAN DISTRICT COUNCIL
HEALTH VISITOR

Applications are invited for the appointment of a **Health Visitor** in connection with the Council's Maternity and Child Welfare Scheme; salary and conditions of service in accordance with the Rushcliffe Scale. Applicants must hold one of the qualifications prescribed by the Local Government (Qualifications of Health Visitors) Regulations, and also the Certificate of a fully-trained Nurse.

The appointment will be subject to the provisions of the Local Government Superannuation Act, 1937, and the successful applicant will be required to pass a medical examination.

Applications, endorsed "Health Visitor," to be made on the form provided, accompanied by copies of not more than three recent testimonials, must be delivered to me not later than noon on Saturday, July 20th, 1946

Canvassing in any form will be a disqualification.

District Council Offices, The Grove, Carshalton, July 1st, 1946. J. W. WRIGHT, Clerk of the Council.
(426)

BOROUGH OF HORNSEY
APPOINTMENT OF LOCUM HEALTH VISITOR

Applications are invited for the appointment of a **Locum Health Visitor**—salary in accordance with the Rushcliffe Report.

Applicants must be State Registered (General Trained) Nurses, State Certified Midwives, and should be in possession of the Health Visitor's Certificate.

The appointment is for relief work during the summer holidays, but there is a possibility of a permanent position being offered to a suitable person.

Forms of application, which must be returned not later than Saturday, July 13th, 1946, can be obtained from the Medical Officer of Health, Town Hall, The Broadway, Crouch End, N.8.

Town Hall, Crouch End, N.8. H. BEDALE, Town Clerk.
June 28th, 1946. (259)

CITY OF MANCHESTER
MUNICIPAL MIDWIFE

Applications are invited for the position of **Municipal Midwife.**

Candidates must be certified midwives with post-certificate experience in midwifery and preference will be given to applicants who are State Registered Nurses.

Salary in accordance with the Rushcliffe, Midwives' Salaries Committee's Report with allowance for laundry and travelling expenses.

The successful candidate will be required to pass a medical examination before the appointment can be completed.

Application forms, together with further information, may be obtained from the Medical Officer of Health, Public Health Department, Post Office Box 399, Town Hall, Manchester, 2, and must be returned to him not later than July 13th, 1946.

Envelopes should be endorsed "Municipal Midwife."

Canvassing in any form is prohibited.

PHILIP B. DINGLE,
Town Clerk.
(425)

PLEASE MENTION "NURSING TIMES" WHEN ANSWERING ITS ADVERTISEMENTS

BERKSHIRE COUNTY COUNCIL

Applications are invited for the appointment of **Hospital Welfare Worker** at one Emergency Hospitals administered by Council. Applicants should have practical experience of the duties of Almo and it is desirable that they should possess diploma in social science or the certificate the Institute of Hospital Almoners.

Salary in accordance with the Negotiating Committee (Hospital S Scale.

Applications giving full details of ex ence, accompanied by copies of three testimonials to be sent to the County H Assistance Officer, 3 Abbot's Walk, Read (4

CITY AND COUNTY OF BRISTOL
DEPARTMENT OF PUBLIC HEALTH

Applications are invited for the appointment of **Health Visitors and School Nu**

Applicants must be State Registered N and must possess the Health Visitor's C ficate of the Royal Sanitary Institute.

Appointments will be subject to the Superannuation Act, 1937, and succe candidates will be required to undergo medical examination.

Salary and conditions of service will b accordance with the Second Report o Nurses' Salaries Committee.

Canvassing will disqualify.

Applications, on forms to be obtained the undersigned, should be returned with.

Dept. of Public Health, Kenwith Lodge, Westbury Park, Bristol, 6. R. H. PARRY Medical Officer of Hea (44

HOSPITAL AND OTHER VACANCIES
14/- per inch, minimum charge 10/-

METROPOLITAN BOROUGH OF ST. PANC
MATRON OF A DAY NURSERY

A **Matron** is required for one of the Day Nurs in the above Borough. The post is a residu one. The Nursery can accommodate 70 chil and there is a Nurses' Hostel attached. Appl must be a State-registered Nurse, and should had Nursery experience. The salary is acco to the Rushcliffe Scale. Application forms obtained from the Medical Officer of Health, St. Pancras Town Hall, Euston Road, N.W.1. R. C. E. AUSTI Town C (23

WEMBLEY BOROUGH COUNCIL

Wembley Borough Council invite app tions for the temporary (non-residential) pointment of **Sister-in-Charge** (Matron Day Nurseries for 50 children—2 vacanc

Applicants must be State Regis (General or Children Trained) Nurses, ferably with recent Nursery experi Salary in accordance with the Rushcliffe mittee Report (£265 x £10 - £335) less per annum for meals while on duty—m mencing salary according to experience. Sunday duty.

Application form, to be obtained and returned (accompanied by not more three recent testimonials) to the Me Officer of Health, Town Hall, Wembley later than 19th July, 1946. (249)

SOLDIERS', SAILORS' & AIRMEN'S FAMILIES ASSOCIATION

Chief Matron and **Assistant Ma** (S.R.N., S.C.M.) urgently required to minister and supervise District Nu Service amongst families of members of Forces. Rushcliffe scale salaries and supe nuation. Apply. S.S.A.F.A., 23 Queen Anne's Gate, S.W.1. (26

CITY OF MANCHESTER
PUBLIC HEALTH DEPARTMENT
APPOINTMENT OF MATRON AT ABERGELE SANATORIUM

The Public Health Committee invites ap cations for the position of **Matron** at Abergele Sanatorium, Abergele, North Wale

Candidates must be fully trained & Registered nurses and have held respons administrative sanatoria or hospital appo ments.

The Sanatorium contains 199 beds for treatment of pulmonary and non-pulmo tuberculosis in children and 52 beds adult pulmonary tuberculosis patients. affiliated to the Crumpsall Hospital Withington Hospital in Manchester for purpose of training nurses for State qualifi tion. Training is given for the Tuberculo Association's certificate. The nursing establishment is 80.

Rushcliffe Committee salary and condit of service viz.:—£300 per annum rising £450 per annum together with full residen emoluments valued at £150 per annum.

Full information and forms of applicat may be obtained from the Medical Officer Health, Hospitals Administration Secti G.P.O. Box 399, Town Hall, Manchester and completed application forms must received by him not later than July 18 1946.

Canvassing in any form, oral or writ direct or indirect is prohibited.

Town Hall, Manchester, 2. PHILIP B. DINGLE, Town C
June 26th, 1946. (263

BUCKS COUNTY COUNCIL
BUCKS ASSOCIATION FOR THE BLIND
THE KATHARINE KNAPP HOME FOR THE BLIND MANAGEMENT COMMITTEE
APPOINTMENT OF WARDEN AND ASSISTANT WARDEN

The Management Committee of the Katharine Knapp Home for the Blind intend shortly to appoint a **Warden and Assistant Warden** for the Home at Tylers Green, near High Wycombe. The Home has recently been acquired, and will probably be opened in October, for the accommodation of approximately 20 male and female blind persons who are not bed cases.

The salary for the Warden will be £200 per annum, rising by annual increments of £10 to £250, and for the Assistant Warden £120 per annum, rising by annual increments of £10 to £150. Both appointments will include free board and lodging in the Home and will be determinable by three months' notice on either side.

The persons appointed will be contributory employees under the Local Government Superannuation Act, 1937, and will be required to pass a medical examination. The Committee will consider the appointment of two women or of a husband and wife. In either case nursing qualifications will be an advantage.

Applications, stating age, experience and qualifications with copies of not more than three recent testimonials, should reach the County Medical Officer, County Offices, Aylesbury, by July 15, 1946.

County Hall, Aylesbury. GUY R. CROUCH, Clerk of the Council. (148)

NEWPORT, MON. HOME NURSING ASSOCIATION
AFFILIATED TO QUEEN'S INSTITUTE OF DISTRICT NURSING)
KEY TRAINING HOME

Assistant Superintendent required. Capable training Candidates for the Queen's Roll. H.V. Certificate essential. General work only. Staff 15. Rushcliffe Scale. F.S.S.N. Replies giving full particulars to the Secretary, Arlington House, Stow Hill, Newport, Mon. (211)

BELFAST CITY HOSPITAL
ASSISTANT LADY SUPERINTENDENT WANTED

The Commissioners acting for the Board of Guardians invite applications for the position of **Assistant Lady Superintendent** in the Belfast City Hospital.

Salary for the present will be in accordance with the Taylor Scale for First Assistant Matrons, viz.:—£300 per annum, rising by annual increments of £15 to a maximum of £360 per annum (indoor), plus £25 per annum responsibility payment, but will be revised in accordance with the recommendations of Committee now sitting to review the terms of the Taylor and Rushcliffe Reports.

Full particulars as to terms and conditions of appointment and form of application can be obtained from the undersigned, and applications endorsed "Assistant Lady Superintendent" with testimonials should be lodged with Clerk of Union before 12 o'clock noon on Friday July 19th, 1946.

Selected candidates will be notified and reasonable travelling expenses defrayed by the Commissioners.

Clerk's Office, Lisburn Road, Belfast. R. W. CRAIG, Clerk of Union. (241)

QUEEN'S INSTITUTE OF DISTRICT NURSING. STAFFORDSHIRE COUNTY NURSING ASSOCIATION

Second Assistant Superintendent required. H.V. Certificate essential. Residence in County Nurses' Home. Rushcliffe Scale salary. F.S.S. Apply Nursing Superintendent, M.D.N., 57 Lower Belgrave Street, London, S.W.1. (454)

QUEEN'S INSTITUTE OF DISTRICT NURSING DAGENHAM D.N.A., ESSEX

Superintendent required with Midwife Teacher's Certificate preferred. Part 2 Midwifery Training Home. Good opportunity for one wishing to gain experience in a progressive Association. F.S.S. Rushcliffe Scale salary. Apply:—Nursing Superintendent, M.D.N., 57 Lower Belgrave Street, London, S.W.1. (453)

BRISTOL ROYAL HOSPITAL FOR SICK CHILDREN
St. Michael's Hill, Bristol, 2

Dietitian Housekeeper required. Applications, with references, to the Matron. (389)

ABERDEEN ROYAL INFIRMARY
APPOINTMENT OF ASSISTANT MATRON

Applications are invited for the post of **Assistant Matron** at the Aberdeen Royal Infirmary (500 beds). Salary in accordance with the scale recommended by the Scottish Nurses Salaries Committee. National Federated Superannuation Scheme in force.

Six copies of applications and of three recent testimonials, should be lodged with the undersigned not later than July 19, 1946.

Albyn Place, Aberdeen. JOHN A. McCONACHIE, Clerk and Treasurer. (154)

SURREY COUNTY COUNCIL

Applications are invited for the following appointments. Salaries and conditions for all appointments will be in accordance with the recommendations contained in the appropriate Reports of the Rushcliffe Committee.

EPSOM COUNTY HOSPITAL, Dorking Road, Epsom.

REDHILL COUNTY HOSPITAL, Earlswood Common, Redhill.

ST. HELIER COUNTY HOSPITAL, Carshalton.

ASST. SISTER TUTORS.
Candidates must be qualified Sister Tutors, Grade £200 x £10—£250 p.a., plus emols., valued at £120 p.a. Applications will also be considered from unqualified Sister Tutors intending to complete course of training later.

KINGSTON COUNTY HOSPITAL, Wolverton Avenue Kingston-on-Thames.

DEP. SUPT. MIDWIFE AND DEP. MIDWIFERY TEACHER. (Maternity Unit 60 beds). Candidates must hold approved Midwifery Teachers Cert. Sal. grade £230 x £10—£280 plus emols. valued at £120 p.a.

Applications should be made to the County Medical Officer, County Hall, Kingston-on-Thames. (466)

CITY OF CARDIFF
CITY LODGE HOSPITAL

Applications are invited from suitably qualified persons for the following appointments:—

Assistant Matron. The hospital has over 500 beds and is classified under Section C in the First Report of the Nurses' Salaries (Rushcliffe) Committee. Approved training school for Assistant Nurses and approved also for Part I Midwifery Training. Rushcliffe condition of service.

Sister Tutor. Candidates must possess Sister-Tutor Certificate. Salary in accordance with Rushcliffe Scale.

Staff Nurses. Resident or Non-resident. Rushcliffe salary and conditions.

Enrolled Assistant Nurses. Resident or Non-resident. Rushcliffe salary scale (£90-£160).

Forms of application and further particulars from The Matron, City Lodge Hospital, Cowbridge Road, Cardiff.

City Hall, Cardiff. S. TAPPER JONES, Town Clerk. June, 1946. (238)

EAST SUSSEX COUNTY MENTAL HOSPITAL, HELLINGLY

Applications are invited for the post of **Junior Assistant Matron** from State-registered Nurses qualified in mental nursing and experienced in hospital administration. Salary, etc., in accordance with the Rushcliffe Scales, £280 by £10 to £320 per annum plus residential emoluments valued at £130 per annum. The appointment will be subject to the provisions of the Asylums Officers' Superannuation Act, 1909.

Applications, stating age, qualifications, and previous experience, accompanied by copies of two recent testimonials, should be sent to the Medical Superintendent not later than July 1, 1946. (156)

THE EVERSFIELD CHEST HOSPITAL
WEST HILL ROAD
ST. LEONARDS-ON-SEA

Assistant Matron required. Candidates must be S.R.N. and hold a Housekeeping Certificate. The possession of the T.A. Certificate will be considered an advantage, but is not essential. Salary in accordance with the Rushcliffe Report.

Apply giving full particulars of training and experience to Matron. (209)

CARLTON HAYES MENTAL HOSPITAL
HARBOROUGH, NEAR LEICESTER

Junior Assistant Matron or **Sister Tutor** required. Must be General and Mental trained, under 35 years of age.

Salary and emoluments in accordance with the recommendations of the Rushcliffe Sub-Committee on Mental Nursing.

Apply to the Medical Superintendent. (255)

RESIDENTIAL NURSERY AT FELIXSTOWE

Applications are invited from women, experienced in work with children under the age of 5, for positions on staff of new Residential Nursery. Vacancies for **Deputy Matron** (S.R.C.N.), **Staff (Nursery) Nurses** and **Student Probationers.** Members Church of England. For further particulars as to salaries and allowances, etc., write, stating age, experience to: The Matron, St. Mary's, Wolsey Gardens, Felixstowe, Suffolk. (383)

DEWSBURY AND DISTRICT GENERAL INFIRMARY

Sister in Charge required for a Convalescent Home shortly to be opened for Women, adjacent to the Hospital. Must have had good Ward Sister's experience and preferably a Housekeeping Certificate.

Three **Staff Nurses** for Day and Night Duty alternately.

Salary in all cases according to the Rushcliffe Scale. F.S.S. in force. Apply with age and particulars of training and experience to Matron. (423)

COUNTY COUNCIL OF THE WEST RIDING OF YORKSHIRE

PUBLIC HEALTH DEPARTMENT

Applications are invited for the following appointments:—

STAINCLIFFE COUNTY HOSPITAL, DEWSBURY

Staff Midwives (Resident or Non-Resident).—45 Maternity beds. Excellent opportunities for newly qualified midwives to gain experience. No pupils.

Home Sister (Resident or Non-Resident), possessing Housekeeping Certificate, required for Nurses' Home.

Ward Sister for Male Ward, with small Out-Patients' Department attached.

COUNTY GENERAL HOSPITAL, OTLEY

Assistant Night Sister (Resident or Non-Resident). Must possess S.C.M. Certificate.

Ward Sister (Resident or Non-Resident).

MIDDLETON-IN-WHARFEDALE SANATORIUM, NR. ILKLEY

Theatre and X-ray Sister (Resident).
Night Sister—Working under Night Superintendent.
Two **Ward Sisters**—for Male Pulmonary Ward.
Ward Sister—Male Orthopaedic Ward.
Staff Nurses.
T.A. Certificated Nurses.

CROOKHILL HALL SANATORIUM, CONISBROUGH

Ward Sister (Resident).

CARDIGAN SANATORIUM, CARR GATE, NR. WAKEFIELD

Ward Sister (Resident or Non-Resident).

SCOTTON BANKS SANATORIUM, KNARESBOROUGH

Sister Tutor.
Relief Sister.
Enrolled Assistant Nurses.
Ward Sister—for Children's Ward.
T.A. Certificated Nurses.
Staff Nurses (S.R.N.) (T.A. Certificate after 1 year's training).

Applicants for posts of Staff Nurse and higher grades must be State Registered Nurses.

Salary and conditions of service in accordance with the recommendations of the Rushcliffe Committee, with commencing salary being determined according to the previous experience of the successful candidate.

The above posts are designated under the Local Government Superannuation Act, 1937.

Forms of application can be obtained from the County Medical Officer, County Hall, Wakefield

County Hall, Wakefield. BERNARD KENYON, Clerk of the County Council. June 13th, 1946. (336)

KENT COUNTY COUNCIL
LEYBOURNE GRANGE COLONY
FOR MENTAL DEFECTIVES
WEST MALLING, KENT
RECOGNISED BY THE GENERAL NURSING COUNCIL FOR MENTAL DEFICIENCY TRAINING

Applications are invited for the undermentioned appointment:—

Assistant Matron.

Applicants must be General State Registered and qualified Mental Nurses.

The remuneration for the post will be £280 x £10 to £320 p.a. Emoluments valued at £130 p.a.

The above-mentioned post is subject to the provisions of the Asylums and Certified Institutions (Officers' Pensions) Act, 1918, and selected candidates will be required to pass a medical examination.

Further particulars and forms of application may be obtained from the Matron at the Colony. (346)

FIFE COUNTY COUNCIL
PUBLIC HEALTH DEPARTMENT
CAMERON INFECTIOUS DISEASES HOSPITAL, BY WINDYGATES, FIFE

Applications are invited for the post of **Deputy Matron.** Hospital contains 150 beds. All types of Infectious Diseases admitted. Application has been made to the General Nursing Council for recognition as a Training School.

Candidates must be R.G.N., S.C.M. and R.F.N. Experience in hospital administration and housekeeping desirable. Not more than 45 years of age.

Salary and conditions of service in accordance with Taylor Report. Medical Test under Superannuation Scheme.

Application, giving particulars of age, qualifications and experience and names of three referees accompanied by three recent testimonials should be lodged with the County Medical Officer, County Buildings, Cupar, Fife, not later than 11 a.m. on July 18, 1946.

J. M. MITCHELL, County Clerk. (268)

WORCESTER COUNTY AND CITY MENTAL HOSPITAL, POWICK, NEAR WORCESTER

Applications are invited for the post of **Second Assistant Matron.** Candidates must be State-registered in General Nursing and also to be State-registered in Mental Nursing or hold the certificate of the Royal Medico-Psychological Association. Age not to exceed 35. The duties will include those of Sister Tutor. Salary in accordance with the Rushcliffe Scale, viz., £250, rising by annual increments of £10 to £280, together with board residence, laundry and uniform. The appointment is subject to the Asylums Officers Superannuation Act, 1909.

For form of application apply to the Medical Superintendent. (307)

WILTSHIRE COUNTY COUNCIL

The Public Assistance Committee invite applications for the following appointments:—

SALISBURY INSTITUTION
(75 Beds in Sick Wards)

Head Nurse (S.R.N.). Salary on Rushcliffe Scale—£200 x £10 to £240 per annum. Residential emoluments valued at £120 per annum.

SALISBURY, CHIPPENHAM, SEMINGTON AND WARMINSTER INSTITUTIONS

Staff and Assistant Nurses. Salaries in accordance with the Rushcliffe Scale, together with full residential emoluments.

For further particulars and application forms apply to the Public Assistance Officer, County Hall, Trowbridge.

P. A. SELBORNE STRINGER, Clerk of the County Council. (314)

THE NATIONAL SANATORIUM
BENENDEN, CRANBROOK, KENT

Assistant Matron-Sister Tutor (combined post at present) required immediately at National Sanatorium, Benenden, Kent. Sister-Tutor's Certificate essential. Sanatorium experience an advantage. Salary in accordance with Rushcliffe Scale. Applications, stating age, qualifications and experience, should be sent to Matron. (381)

THE ST. JOHN OPHTHALMIC HOSPITAL, JERUSALEM

Required—a **Nursing Sister.** Commencing Salary £300 per annum with annual increments and allowances, particulars of which can be obtained on application.

Applications should be addressed to the Hospitaller, Order of St. John, St. John's Gate, Clerkenwell, E.C.1. (494)

STAMFORD, RUTLAND & GENERAL INFIRMARY, STAMFORD, LINCS.

Sister Tutor required. Preferably with teaching qualifications. Salary in accordance with Rushcliffe Scale. Post would be very suitable for person wishing to continue studies. (x80)

MONTAGU HOSPITAL, MEXBOROUGH
(123 Beds)
TRAINING SCHOOL FOR NURSES

Sister Tutor required. Salary according to the Rushcliffe Scale. Federated Superannuation Scheme. Apply with full particulars to Matron. (x115)

CHESHIRE JOINT SANATORIUM, MARKET DRAYTON, SALOP
Affiliated Training School for Nurses

Sister Tutor required. Rushcliffe Scale of Salary. Local Government Superannuation Scheme in force. Apply with full particulars of qualifications and experience to the Matron. (168)

DEPARTMENT OF HEALTH FOR SCOTLAND

Applications from **Sister Tutors**, and **Male Tutors** (including those recently retired) are invited for posts under the Department of Health for Scotland to train men and women, who have had nursing experience in the Services, for the preliminary and final examinations of the General Nursing Council for Scotland.

Tutors will require to supervise progress of students and give training in theory during courses of one year's duration to be held at the Department's Emergency Medical Service Hospitals. Posts will be temporary for one year but period may be extendetd. Salary will be according to the recommendations of the Scottish Nurses' Salaries Committee.

Applicants should state age, qualifications, experience and present employment, and should say when they expect to be able to start.

Applications should reach the Chief Nursing Officer, Department of Health for Scotland, St. Andrew's House, Edinburgh, 1, before July 15th, 1946. (187)

HALLAM HOSPITAL, WEST BROMWICH
MIDWIFERY TEACHER

Applications are invited for the appointment of **Midwifery Teacher** from candidates holding the Midwifery Teacher's Certificate. The Maternity Department is in charge of a Superintendent and comprises a 60-bed unit of the latest construction. The ante-natal clinics in the town are co-ordinated with the hospital and a "flying squad" emergency service is in operation. The hospital contains 465 beds, predominantly for acute illness, and is recognised by the G.N.C. as a complete training school, and by the C.M.B. for Part I S.C.M. There is a visiting staff of 12 consultants from Birmingham and Wolverhampton. Salary is at the rate of £250-£280 according to experience and the successful applicant will be required to pass a medical examination and contribute to the Corporation's Superannuation Scheme. Applications, together with the names of three Matron's for reference. (194)

THE GENERAL INFIRMARY AT LEEDS

Teacher of Physiotherapy, T.M.M.G. or T.M.E., and two **Student Teachers** required immediately. Salary according to qualifications and experience (new scale). F.S.S. in force. Hospital offers excellent clinical experience in specialised units. Application forms may be obtained from the undersigned.

S. CLAYTON FRYERS,
House Governor and Secretary.
(212)

VICTORIA HOSPITAL WORKSOP, NOTTS.
(158 Beds)

Sister Tutor required. Salary in accordance with the Rushcliffe Scale. F.S.S. in force. Apply, with full particulars to Matron. (x82)

NELSON HOSPITAL, LONDON, S.W.20.

Qualified **Sister Tutor** for Training School with Preliminary Training School. Voluntary Hospital. Apply Matron. (x105)

MEMORIAL HOSPITAL, DARLINGTON
(210 Beds)

Senior Sister Tutor required the end of August. Candidates must possess a recognized Teaching Certificate. A Group Preliminary Training School and the Block System of training in force. Salary according to the Rushcliffe Scale. Applications, with full particulars of training and experience and names for reference to the Matron. (x97)

CITY OF LEEDS
PUBLIC HEALTH DEPARTMENT
ST. JAMES'S HOSPITAL (SOUTH)
MATERNITY DEPARTMENT
(65 Beds)
MIDWIFERY TEACHER

Applications are invited for the post of **Midwifery Teacher** from candidates holding the Midwifery Teacher's Certificate.

The Hospital is recognized as a Part I Training School.

Salary and conditions of service in accordance with the Rushcliffe Scale.

The person appointed will be required to pass a medical examination, and the appointment is subject to the provisions of the Local Government Superannuation Act, 1937.

For forms of application, apply to the Matron, St. James's Hospital (South), Leeds, 9.

Canvassing in any form, either directly or indirectly, will be a disqualification.

J. JOHNSTONE JERVIS,
Medical Officer of Health.
(420)

SOUTH LONDON HOSPITAL
CLAPHAM COMMON, S.W.4.

Sister Tutor required. Salary and emoluments according to Rushcliffe Scale. F.S.S. in force. Apply Matron. (223)

MIDDLESEX COUNTY COUNCIL

PUBLIC HEALTH DEPARTMENT

Applications invited for the following appointments. RUSHCLIFFE salary scales and service conditions. All posts "resident" as defined by Rushcliffe Reports; where marked * candidates may be "non-resident" if they wish; medical examination; established and pensionable, unless otherwise stated.

Forms and full particulars from Matron of hospital where appointment required.

A. APPOINTMENTS GOVERNED BY FIRST REPORT OF NURSES SALARIES COMMITTEE

QUALIFIED ASSISTANT SISTER TUTORS

***Redhill County Hospital, Edgware, Mx.**—(Two) for Preliminary Training School and Pre-Nursing Course. Experience as Ward Sister essential.

DEPARTMENTAL SISTER FOR OUT-PATIENT DEPARTMENT

***Hillingdon County Hospital, near Uxbridge, Mx.**

DEPARTMENTAL SISTER FOR V.D. DEPARTMENT

***Central Middlesex County Hospital, Park Royal, N.W.10.**—must have had wide experience in busy hospital V.D. Dept.

DEPARTMENTAL SISTER FOR GYNAECOLOGICAL THEATRE

***West Middlesex County Hospital, Isleworth, Mx.**

NIGHT SISTERS (Working under Night Superintendent)

***Chase Farm Hospital, Enfield, Mx.**—Two required.

***Hillingdon County Hospital, near Uxbridge, Mx.**—Three required; ward sister's experience essential; Part I of C.M.B. certificate preferred.

***North Middlesex County Hospital, Edmonton, N.18.**

***Redhill County Hospital, Edgware, Mx.**—Part I of C.M.B. certificate and experience as ward sister required.

WARD SISTERS

***Central Middlesex County Hospital, Park Royal, N.W.10.**—For Gynaecological Ward; must have experience in gynaecological work and Part I of C.M.B. certificate; additional £5 p.a. paid for this qualification whilst employed on gynaecological ward.

***Chase Farm Hospital, Enfield, Mx.**

***Redhill County Hospital, Edgware, Mx.**—Experienced.

STAFF NURSES

***Central Middlesex County Hospital, Park Royal, N.W.10.**—Experienced; for general wards.

***Hillingdon County Hospital, near Uxbridge, Mx.**—WHOLE-TIME or PART-TIME when paid pro rata on non-resident scale. (a) for Children's Wards; S.R.N. and R.S.C.N.; additional £10 p.a. whilst so employed if on both parts of State Register. (b) also for General Wards, Chronic Wards and Out-patient Department.

***North Middlesex County Hospital, Edmonton, N.18.**

***Redhill County Hospital, Edgware, Mx.**—(a) For General Wards. (b) For Children's Ward; S.R.N. and R.S.C.N.; additional £10 p.a. whilst so employed if on both parts of State Register. (c) For Ophthalmic Ward; must be experienced and hold ophthalmic certificate.

***West Middlesex County Hospital, Isleworth, Mx.**—(a) for General Wards. (b) for Children's Wards; S.R.N. and R.S.C.N.; additional £10 p.a. whilst so employed if on both parts of State Register.

***County Convalescent Hospital, The Drive, Uxbridge, Mx.**—Part I of C.M.B. Certificate required; for day or night duty

***Chase Farm Hospital, Enfield, Mx.**—(a) For General Wards; (b) For Ambulance duty; part I of C.M.B. Certificate essential; additional £5 p.a. paid for this qualification whilst employed on ambulance duty. Unestablished.

ASSISTANT NURSES

***Central Middlesex County Hospital, Park Royal, N.W.10.**—Must be Enrolled or applied for Enrolment.

***Chase Farm Hospital, Enfield, Mx.**—Must be Enrolled or have applied for Enrolment. Unestablished

***North Middlesex County Hospital, Edmonton, N.18.**—Must be Enrolled or Intermediate.

***Redhill County Hospital, Edgware, Mx.**—(a) For General Wards. (b) For Maternity Wards. Must be Enrolled.

***Middlesex County Maternity Hospital, Bushey Heath, Herts.**—Must be Enrolled. App. forms, etc., from Matron, Redhill Co. Hosp., Edgware, Mx.

***West Middlesex County Hospital, Isleworth, Mx.**—For Chronic wards. Must be Enrolled or Intermediate.

***Edgbury Convalescent Home Woburn Sands, near Bletchley, Bucks.**—Must be Enrolled or Intermediate.

***County Convalescent Hospital, The Drive, Uxbridge, Mx.**—Must be Enrolled or Intermediate.

B. APPOINTMENTS GOVERNED BY REPORT OF MIDWIVES' SALARIES COMMITTEE

SUPERINTENDENT MIDWIFE

Redhill County Hospital, Edgware, Mx.—Maternity Unit of 100 beds, and large ante-natal department; Part I Training School. S.R.N. and S.C.M. preferably Midwife Teacher's Certificate. Experience in organising and administering large maternity unit essential. Scale at present £280 by £15 to £340 p.a.; other emols. at £120 p.a.

MIDWIFERY SISTERS — S.R.N. and S.C.M. Essential

***North Middlesex County Hospital, Edmonton, N.18.**—Experienced.

STAFF MIDWIVES

S.R.N. and S.C.M. essential.

***Central Middlesex County Hospital, Park Royal, N.W.10.**

***North Middlesex County Hospital, Edmonton, N.18.**

***Redhill County Hospital Edgware, Mx.**

***Middlesex County Maternity Hospital, Bushey Heath, Herts.**—Application forms, etc., from Matron, Redhill County Hospital, Edgware, Mx.

***West Middlesex County Hospital, Isleworth, Mx.**

MIDWIFERY TRAINING

PUPIL MIDWIVES for Part I of C.M.B. Certificate

North Middlesex County Hospital, Edmonton, N.18.—Unexpected vacancies for 1.10.46 and 1.1.47.

Redhill County Hospital, Edgware, Mx. — Vacancies for 1.2.47. S.R.N.'s accepted for six months' training at above hospitals for Part I of C.M.B. examination. Training and certificate in obstetric analgesia also given. Successful candidates may proceed to further six months' course for Part II in other M.C.C. hospitals. **Unestablished.**

C. APPOINTMENTS GOVERNED BY REPORT OF MENTAL NURSES' SUB-COMMITTEE

MENTAL STAFF NURSES

S.R.M.N. or R.M.P.A. Certificate Essential.

***Central Middlesex County Hospital, Park Royal, N.W.10.**

***North Middlesex County Hospital, Edmonton, N.18.**—Additional £10 p.a. if also S.R.N. (General).

***West Middlesex County Hospital, Isleworth, Mx**—Additional £10 p.a. if also S.R.N. (general).

MENTAL NURSING ASSISTANTS

***West Middlesex County Hospital, Isleworth, Mx.**

Middlesex Guildhall,
Westminster, S.W.1.

C. W. RADCLIFFE,
Clerk of the County Council.
(435)

GLASGOW ROYAL INFIRMARY
(862 Beds)

Applicants are invited for the follow posts:—

Assistant Sister Tutor. Candidates sh preferably have held a Ward Sister's post.

Night Sister.

Staff Nurses.

Resident or non-resident. Salaries acc ing to the Wheatley Scale. Apply with particulars to Matron. (x140)

ESSEX COUNTY HOSPITAL, COLCHESTE
(260 Beds)

Sister Tutor required end of July. Rushc Salary Scale, board, residence, laundry, uni and the hospitals contribution to the F.S.S. provided. Apply with two Matron's names reference to the Matron. (30

COUNTY BOROUGH OF DERBY
DERBY CITY HOSPITAL
SISTER TUTOR

Applications are invited for the above posit Candidates must be State-registered Nu holding the Sister Tutor's Certificate of University of London, or the Battersea P technic, or the Diploma of Nursing granted by University of London or Leeds.

Salary according to the Rushcliffe Scale.

The appointment is subject to the provi of the Local Government Superannuation 1937, and the successful candidate will be requ to pass a medical examination.

Board residence, laundry and uniform provi 15s. per week in lieu of emoluments during holid

The Hospital is fairly new—is a training sch and has a Preliminary Training School in bein

Applications, stating age, certificates held, previous experience, should be forwarded, toget with copies of two recent testimonials, to Matron, City Hospital, Derby.

GORDON LILIC
Medical Officer of Hea

Public Health Department,
1, Derwent Street,
Derby. (32

THE GENERAL INFIRMARY AT LEED

Assistant Sister Tutor required. Salary accor to the Rushcliffe Scale. Uniform is pro The Federated Superannuation Scheme i force. Apply with full particulars and two n for reference to Matron, General Infirmary Leeds. (26

KING EDWARD VII HOSPITAL, WINDS

Assistant Sister Tutor required tempor until December, 1946. Some teaching expe essential. Salary in accordance with the R cliffe Report. Federated Superannuation Sch in force. Applications, giving full details to Matron. (39

WORCESTER ROYAL INFIRMARY
VOLUNTARY HOSPITAL
(250 Beds)

Assistant Sister Tutor for Preliminary Trai School required.

Preferably with teaching qualifications. Ap with details of experience, to Matron. (41

CITY OF LEEDS
PUBLIC HEALTH DEPARTMENT
ST. JAMES'S HOSPITAL (SOUTH)
ASSISTANT SISTER-TUTOR

Applications are invited for the post of **Assis Sister Tutor** (resident) at the above Hosp Candidates must have a recognized Sister-Tu Certificate.

Salary and conditions of service in accorda with the Rushcliffe Scale.

The person appointed will be required to p a medical examination, and the appointme subject to the provisions of the Local Governm Superannuation Act, 1937.

For form of application, apply to the Matr St. James's Hospital (South), Leeds, 9.

Canvassing in any form, either directly o directly, will be a disqualification.

J. JOHNSTONE JERVI
Medical Officer of Hea
(41

LANCASHIRE COUNTY COUNCIL
PUBLIC HEALTH DEPARTMENT
COUNTY HOSPITAL, WHISTON, PRESC NR. LIVERPOOL
QUALIFIED SENIOR SISTER TUTOR
(RESIDENT)

Applications are invited for the ab appointment from persons in possession of necessary qualifications.

Salary £260 per annum by annual inc ments of £15 to £350 per annum, toge with full residential emoluments. Any p vious service as a Senior Sister Tutor either a Voluntary Hospital or a Lo Authority Hospital will rank for service the salary scale.

The hospital is a complete training sch and has a normal complement of 500 beds.

The appointment is subject to medi examination and is superannuable.

Full particulars and forms of applica from the County Medical Officer of Hea County Offices, Preston, to whom all ap cations must be forwarded not later t Thursday, July 25th, 1946.

County Offices,
Preston.

R. H. ADCOCK,
Clerk of the County Cou

June 26th, 1946. (261

CITY OF MANCHESTER CRUMPSALL HOSPITAL

APPOINTMENT OF QUALIFIED ASSISTANT SISTER-TUTOR

Qualified **Assistant Sister Tutor** (resident). Candidates must be S.R.N., S.C.M., possess recognised Sister Tutor's qualification and have had previous teaching experience. Annual cash salary £206 rising by £10 to £250 with full residential emoluments in addition valued at £120 per annum. Rushcliffe Committee Salaries and service conditions. Manchester Corporation superannuation scheme.

Applications are to be addressed to the Matron at Crumpsall Hospital, Manchester, 8, as soon as possible. (357)

CORPORATION OF ABERDEEN

CITY (FEVER) HOSPITAL

Applications are invited for the following posts in this Hospital:—

(1) **Ward Sister** in one of the Tuberculosis Wards.

Applicants must be State Registered in both the Fever and General Parts of the Register and have some experience of Theatre work. The post is superannuable.

(2) **Junior Sister Tutor.**

Applicants must be State Registered in both the Fever and General Parts of the Register and preferably have had some experience of Theatre work. The post is superannuable.

(3) **General Trained Nurses.**

The posts are for Nurses desirous of taking one year's fever training.

(4) **Student Nurses.**

Applicants should be 17 years of age and should be prepared to undertake a period of three years' training in Fever Nursing. The training would be preceded by three months' instruction in the Preliminary Training School.

The salary for each of the above posts is in accordance with the recommendations of the Taylor Committee.

Applications for each post should be submitted to the Matron, City (Fever) Hospital, Aberdeen, on or before July 13th, 1946.

Town House, Aberdeen. D. B. GUNN, Town Clerk.

June 15th, 1946. (242)

THE ROYAL CANCER HOSPITAL (FREE) FULHAM ROAD, LONDON, S.W.3.

Tutor and Office Sister required, preferably with Diploma of Nursing or Tutor's Certificate. Group Preliminary Training School held at this Hospital with own Tutor in charge. For particulars apply to the Matron. (180)

THE ROBERT JONES AND AGNES HUNT ORTHOPAEDIC HOSPITAL OSWESTRY, SALOP (550 Beds)

Junior Home Sister required. Salary according to the Rushcliffe Scale. The Federated Superannuation Scheme in force. Apply, with full particulars and two names for reference, to the Matron. (167)

NEWARK TOWN & DISTRICT HOSPITAL

(70 Normal Beds)

AFFILIATED TRAINING SCHOOL FOR NURSES

Sister Tutor/Home Sister required (and to relieve Matron's off duty).

Rushcliffe Scale of Salary and conditions of service. Federated Superannuation Scheme in force.

Apply, giving full details of nursing career, and names for reference, to Matron. (191)

LONDON COUNTY COUNCIL

Home Sister required at Leavesden Hospital (Mental Defectives), Abbots Langley, Nr. Watford, Herts. Rushcliffe Mental Nurses Sub-Committee conditions of service and salary scale £195, rising to £245 a year. Candidates must be either qualified mental or mental deficiency nurses or State-registered general nurses. Application form returnable by July 9, 1946, from the Medical Officer of Health (I), Mental Health Services, County Hall, Westminster Bridge, S.E.1. (302). (310)

ROYAL LONDON OPHTHALMIC HOSPITAL (MOORFIELDS EYE HOSPITAL), CITY ROAD, E.C.1

Home Sister, with some Housekeeping experience, required July 1st, for Nurses' Home in Islington (40-50 Nurses). Salary in accordance with the Rushcliffe Scale. Applicants should not be under 40 years of age. Applications, with names of recent testimonials, to the Matron. (368)

COUNTY BOROUGH OF TYNEMOUTH

SOCIAL WELFARE COMMITTEE

PRESTON EMERGENCY HOSPITAL

Applications are invited immediately for the following appointments in the above Hospital:

Home Sister;
Staff Midwife;
Staff Nurses.

Salaries according to Rushcliffe Scales. Applications to be forwarded to the undersigned. Canvassing will disqualify.

F. G. EGNER, Town Clerk. (474)

London County Council

MENTAL HEALTH SERVICES

STAFF AND STUDENT NURSES

(Women aged 17-40 years) required at hospitals and institutions listed below. Married women eligible. Excellent promotion prospects. Four weeks' annual holiday. Uniform free.

STUDENT NURSES

Full training course (minimum 3 years, maximum 5 years) for mental nursing certificate. Automatic grading as staff nurse on passing final examination. **Salary-Residents** - £75, rising to £85 a year, with free board, lodging and laundry **(for women who have had National Service, a Government grant makes salary up to £100 a year)**, and additional single cash payments of £10, £20 and £30 during training. **Non-residents :** receive an additional £55 a year, with free meals on duty. A student nurse (general S.R.N., two-year mental training course), receives £90-£100 a year.

STAFF NURSES

(Qualified mental or mental deficiency nurses) : **Salary-Residents:** £140-£200 a year, plus £10 a year if a State-registered general trained nurse. **Non-residents** receive an additional £80 a year. Emoluments as for student nurses.

Hospitals for nervous and mental disorder—

Banstead (L.C.C.) Hospital, Sutton, Surrey.
Claybury Hospital, Woodford Bridge, Essex.
Friern Hospital, New Southgate, N.11
Long Grove Hospital, Epsom, Surrey.
St. Ebba's Hospital, Epsom, Surrey.
Tooting Bec Hospital (for aged and infirm), Tooting Bec Road, S.W.17.

Institutions for the mentally defective—

Darenth Park, Dartford, Kent.
Leavesden Hospital, Abbots Langley, Herts.
The Manor, Epsom, Surrey.

Application form and descriptive pamphlet obtainable from Matron at any hospital or institution, or Executive Officer (B), Mental Health Services, County Hall, Westminster Bridge, London, S.E.1. **Free rail voucher from home to take up duty.** (1696).

(365/15)

MANCHESTER VICTORIA MEMORIAL JEWISH HOSPITAL ELIZABETH STREET, CHEETHAM

(NON-SECTARIAN — 102 Beds)

Administrative Sister required. Rushcliffe Scale and F.S.S. in force. Apply giving particulars and names for reference to Matron.

Casualty and Out-Patients Sister required. Apply giving two names for reference to Matron. (196)

MONTAGU HOSPITAL, MEXBOROUGH

(123 Beds)

Housekeeping Sister required. Candidates must have had Ward Sister's experience and possess Housekeeping Certificate. Rushcliffe Scale. Applications, with full particulars and recent testimonials, to be sent to Matron. (x95)

MAIDA VALE HOSPITAL FOR NERVOUS DISEASES LONDON, W.9

Administrative Sister required immediately. Must have knowledge of Housekeeping. Salary according to new Rushcliffe Scale. Apply to the Matron. (373)

THE GENERAL INFIRMARY AT LEEDS

Junior Home Sister required. Salary according to the Rushcliffe Scale. Uniform is provided. The Federated Superannuation Scheme is in force. Apply with full particulars and two names for reference to Matron, General Infirmary at Leeds. (298)

HORSHAM HOSPITAL

Wanted—**Holiday Sister**—must be able to take Theatre duties. Rushcliffe Scheme and F.S.S.N. in force. Apply Matron (386)

COUNTY BOROUGH OF MIDDLESBROUGH GENERAL HOSPITAL (355 Beds)

HOUSEKEEPING SISTER

Applications are invited for the post of **Housekeeping Sister** at the above Hospital.

Candidates should be State-registered Nurses and should possess a housekeeping certificate.

The appointment is subject to the Local Government Officers' Superannuation Act, 1937, and the salary and conditions of service are in accordance with the recommendations of the Rushcliffe Nurses' Salaries Committee.

Applications should be sent to the Matron, General Hospital, Ayresome Green Lane, Middlesbrough, as soon as possible.

Municipal Buildings, Middlesbrough. PRESTON KITCHEN, Town Clerk. (328)

ESSEX COUNTY HOSPITAL, COLCHESTER

(290 Beds)

Sister Housekeeper required early July. Rushcliffe Salary Scale, board, residence, laundry, uniform and the hospitals contribution to the F.S.S. are provided. Apply with two Matron's names for reference to the Matron. (305)

STOCKTON AND THORNABY HOSPITAL STOCKTON-ON-TEES

(135 Beds)

Assistant Night Sister, S.R.N. required. **Salary according to Rushcliffe Scale.** F.S.S. in force. Apply, Matron. (x54)

ELLEN BADGER HOSPITAL SHIPSTON-ON-STOUR, WARWICKSHIRE

Night Sister wanted from June 1st. S.R.N., S.C.M. or Part 1. Rushcliffe scale of salaries. Apply Matron. (x102)

BRADFORD ROYAL INFIRMARY

(498 Beds)

Assistant Sister Tutor required for Preliminary Training School. Rushcliffe Scale. Federated Superannuation Scheme. Apply Lady Superintendent. (482)

KENT COUNTY COUNCIL WILLESBOROUGH HOSPITAL NR. ASHFORD

Applications are invited for the following appointment:—

Housekeeping Sister, S.R.N., with housekeeping certificate. Salary according to service within the appropriate Rushcliffe scale. Full residential emoluments. Uniform. Superannuation. Medical examination necessary.

Application forms and further particulars obtainable from the Matron at the Hospital, to whom completed applications should be sent by July 16th, 1946.

County Hall, Maidstone. W. L. PLATTS, Clerk of the County Council.

June 27th, 1946. (338)

WEST SUSSEX COUNTY COUNCIL ST. RICHARD'S HOSPITAL CHICHESTER

The following are required at the above Hospital:—

Junior Night Sister. Qualifications, S.R.N., S.C.M. Immediately.

Midwives for small Maternity Unit. Immediately.

Enrolled Assistant Nurses in wards reserved for the nursing of the aged sick.

Student Nurses. Vacancies exist for girls of not less than 17½ years of age. The Hospital is recognised as a complete training school for Nurses by the General Nursing Council for England and Wales. Period of training is for three years.

Pupil Assistant Nurses. The Hospital has been recently approved by the General Nursing Council as a complete training school for Assistant Nurses. Training is for two years, and pupils are prepared for the General Nursing Council's examination for entry to the Roll of Assistant Nurses.

Salaries in all cases in accordance with the Rushcliffe Recommendation. For further details and application forms, apply to The Matron, St. Richard's Hospital, Chichester.

T. C. HAYWARD, Clerk of the County Council. (142)

WINGFIELD-MORRIS ORTHOPAEDIC HOSPITAL, HEADINGTON, OXFORD

Night Sister required. Orthopaedic experience essential. Salary according to Rushcliffe recommendations. Apply, with full particulars to the Matron. (151)

KETTERING AND DISTRICT GENERAL HOSPITAL

Night Superintendent required. Must be S.R.N. and S.C.M., and have good experience as a Ward Sister. Rushcliffe scale of salaries and F.S.S.N. in force. Apply, giving age, training, and subsequent experience, to the Matron. (166)

BRACEBRIDGE HEATH HOSPITAL NEAR LINCOLN

Night Sister in Sole Charge required.

Applications are invited from Mental or double trained persons.

Salary and emoluments in accordance with the appropriate Rushcliffe Scale.

Applications giving full particulars of experience to be addressed to the Matron.

Vacancies also for **Male** and **Female Student Nurses; Male** and **Female Nursing Assistants.** Rushcliffe scales and conditions.

The above appointments are pensionable under the A.O.S. Act, 1909.

Well furnished Nurses' Home and full recreational facilities available. (182)

SCARBOROUGH HOSPITAL, YORKSHIRE

Second Night Sister required. S.R.N. and S.C.M. (or Part I Midwifery Certificate), six months night duty and six months day relief duty, alternately. Salary according to the Rushcliffe Scale.

Applications giving full particulars of training and experience, with two names for reference should be addressed to the Matron. (173)

THE EVERSFIELD CHEST HOSPITAL WEST HILL ROAD ST. LEONARDS-ON-SEA

Night Sister required, S.R.N. with T.A. Certificate or good experience in tuberculosis work. Salary according to Rushcliffe Scale. Apply with full particulars to Matron. (210)

DEVONSHIRE ROYAL HOSPITAL, BUXTON

(300 Beds)

Night Sister required. Rushcliffe Scale of Salaries. F.S.S. in force. Apply, Matron. (371)

HIGH WYCOMBE & DISTRICT WAR MEMORIAL HOSPITAL, BUCKS.

(101 Beds)

Junior Night Sister required for small General Hospital. Rushcliffe Scale. F.S.S. Apply, with Matron's name for reference, to Matron. (417)

PLYMOUTH PUBLIC HEALTH COMMITTEE CITY GENERAL HOSPITAL, PLYMOUTH

Night Superintendent required. Candidate must be S.R.N. and S.C.M. preferably Night Sister's experience.

The Rushcliffe Scale of Salaries and Local Government Superannuation Scheme.

Apply to Matron, together with the names of two referees. (215)

QUEEN'S INSTITUTE OF DISTRICT NURSING. DORSET C.N.A.

Applications are invited from Queen's Sisters who have had good experience in rural work for the post of **Second Assistant Superintendent.** Supervision of Health Visitors and Midwives undertaken. Allowance for own car, or car provided. Apply Nursing Superintendent, 57 Lower Belgrave Street, London, S.W.1. (455)

QUEEN'S INSTITUTE OF DISTRICT NURSING. SLOUGH D.N.A.

Superintendent required. Part 2 Midwifery Training Home and Maternity Home attached. General nursing and midwifery undertaken on the district. Three Branch Homes.

Assistant Superintendent also required to assist in the theoretical training of pupil midwives and in the administration generally. Apply Nursing Superintendent, 57 Lower Belgrave Street, London, S.W.1. (456)

WELLINGTON COTTAGE HOSPITAL, WELLINGTON, SHROPSHIRE

Night Sister required for small general hospital. S.R.N. Rushcliffe Scale of salary and F.S.S. Uniform provided.

Staff Nurse and Assistant Nurses also required. Applications to Matron. (269)

ROYAL CORNWALL INFIRMARY, TRURO

(250 Beds)

Night Superintendent required. Previous experience as Ward Sister essential. Salary according to Rushcliffe Scale. F.S.S. in force. Apply to Matron, giving particulars of experience. (285)

CITY OF LEEDS

PUBLIC HEALTH DEPARTMENT

INFECTIOUS DISEASES HOSPITAL, SEACROFT

Night Sister required. Applicants must be General and Fever trained and State Registered. Previous experience essential.

Salary and conditions of service in accordance with the Rushcliffe Scale.

Applications, stating age, particulars of training and subsequent experience, together with testimonials and Matron's name for reference, to be forwarded to the Matron, City Hospitals, Seacroft, Leeds. (291)

BEDFORDSHIRE COUNTY COUNCIL

(PUBLIC ASSISTANCE COMMITTEE)

NURSING STAFF—ST. PETER'S HOSPITAL, BEDFORD

Applications are invited for the undermentioned appointments at St. Peter's Hospital, Bedford, at salaries and conditions in accordance with the Rushcliffe Scales :—

One Night Superintendent (S.R.N., S.C.M.). Resident or Non-resident.

One Junior Night Sister (S.R.N., S.C.M.). Resident or Non-resident.

One Ward Sister for Chronic Female Ward (S.R.N.). Resident or Non-resident.

One Ward Sister for Acute Wards (S.R.N.). Resident or Non-resident.

Two Staff Nurses (S.R.N.). Resident or Non-resident.

Two Staff Midwives (S.R.N., S.C.M.). Resident or Non-resident.

Enrolled Assistant Nurses. Resident or Non-resident.

Two Male Charge Nurses (S.R.N.). Non-resident.

Five Enrolled Male Assistance Nurses. Non-resident.

Ward Orderlies are employed on all Wards to carry out non-nursing duties.

The appointments are subject to the Local Government Superannuation Act, 1937, and the successful applicants will be required to pass a medical examination.

Forms of application can be obtained from the Matron, St. Peter's Hospital, Bedford.

J. B. GRAHAM,
Clerk of the County Council.

Public Assistance Office, (288)
81, High Street,
Bedford.

ERITH & DISTRICT HOSPITAL ERITH, KENT

AFFILIATED TRAINING SCHOOL

(50 Beds. F.S.S. in force).

Required **Assistant Night Sister** and **Staff Nurse** for Theatre and Private Wards. Salaries according to Rushcliffe Scale. Apply, with name of Training School and subsequent experience to Matron. (358)

BERKSHIRE COUNTY COUNCIL

NURSING VACANCIES

Applications are invited for the following appointments:—

Midwifery Sister, S.R.N., S.C.M.

Theatre Sister, S.R.N., required at the Old Windsor Emergency Hospital.

Night Sisters required at the Wallingford and Wokingham Institutions.

Staff Midwives at the Newbury, Wallingford and Wokingham Institutions.

Male and Female Staff Nurses, R.M.P.A., (Mental) for the Hungerford Institution.

Salaries for the above nursing vacancies are paid in accordance with the Rushcliffe Recommendations.

Applications to be made on forms obtainable from the County Public Assistance Officer, 3 Abbot's Walk, Reading. (450)

MIDDLESEX COUNTY COUNCIL

PUBLIC HEALTH DEPARTMENT

TUBERCULOSIS NURSING HOSPITAL APPOINTMENTS

Applications are invited for the following appointments. RUSHCLIFFE salary scales and service conditions. All posts are "resident" as defined by Rushcliffe Reports; where marked * candidates may be "non-resident" if they wish; medical examination; established and pensionable unless otherwise stated.

NOTE: ADDITIONAL service allowances payable to staff of rank of ward sister and below:—£40 after completion of first period of 2 years continuous whole-time service in pulmonary Tb. nursing and £20 on completion of each further continuous year of such service, where appropriate.

(For allowances for Student Nurses see below).

Forms and full particulars from MATRON OF HOSPITAL where appointment required.

QUALIFIED ASSISTANT SISTER TUTOR

***Harefield County Hospital, Harefield, Mx.**—Applications also considered from qualified Male Ass. Tutors, when salary, etc., would be in accordance with Second Rushcliffe Report.

DEPUTY HOME SISTER

Clare Hall County Hospital, South Mimms, Mx.—Unestablished staff.

WARD SISTERS

Preference given to candidates with T.A. Certificate, for which additional £10 p.a. paid.

Clare Hall County Hospital, South Mimms, Mx.—Two required; experience in Tb. nursing.

***Central Middlesex County Hospital, Park Royal, N.W.10.**—For female Tb. wards (30 beds); good practical experience required.

STAFF NURSES

Preference given to candidates with T.A. Certificate, for which additional £10 p.a. paid.

***Clare Hall County Hospital, South Mimms, Mx.**—Opportunity of qualifying for T.A. Certificate if desired. (a) for children's ward—S.R.N. with children's experience and/or R.S.C.N. (b) for adult wards, including wards for major chest surgery.

***Harefield County Hospital, Harefield, Mx.**—(a) For adult wards; opportunity of qualifying for T.A. Certificate if desired. (b) For Children's Wards—S.R.N. with Children's experience and/or R.S.C.N.

NURSES WITH T.A. CERTIFICATE

***Clare Hall County Hospital, South Mimms, Mx.**
***Harefield County Hospital, Harefield, Mx.**

ASSISTANT NURSES

(Enrolled or Intermediate)

Danesbury Convalescent Home (for Tb. Women), **Welwyn, Herts.**
***Grim's Dyke, Harrow Weald, Mx.**—With or without Tb. experience.
***Clare Hall County Hospital, South Mimms, Mx.**
***Harefield County Hospital, Harefield, Mx.**—(a) for Thoracic surgical unit (good surgical experience preferred; excellent opportunity of gaining experience in nursing thoracic cases treated by most modern surgical methods). (b) for sanatorium wards.
***Redhill County Hospital, Edgware, Mx.**—For Tb. Wards.

STUDENT NURSES

DUAL TRAINING IN GENERAL AND TUBERCULOSIS NURSING

Clare Hall County Hospital, South Mimms, Mx.
Harefield County Hospital, Harefield, Mx.—Vacancies for 1.8.46.

Candidates must be single girls over 17 years of age, or widows. First two years spent at sanatorium training for preliminary State Examination and Tuberculosis Association Certificate. Students are then transferred in accordance with their own choice to one of the Council's affiliated general hospitals for completion of training in preparation for Final State Examination in general nursing.

Salary: 1st year £45, 2nd and 3rd years £50, 4th year £60 (£70 after State Registration). Full residential emoluments. ADDITIONAL service allowances of £20 for each completed year's training in tuberculosis nursing, provided student remains in such training at least two years, payable on completion of training; maximum total payment on this basis is £60. Unestablished appointments; medical examination; superannuation contributions payable by students over 18 years.

Government special training allowances payable in addition to salary to certain candidates who are over 20 years, and have given at least one year's whole-time service in work of national importance.

Facilities exist in Council's service for midwifery training for candidates who pass final State Examination.

Middlesex Guildhall,
Westminster, S.W.1.

C. W. RADCLIFFE,
Clerk of the County Council.
(438)

MIDDLESEX COUNTY COUNCIL

PUBLIC HEALTH DEPARTMENT

ASHFORD COUNTY HOSPITAL, MIDDX.

Applications are invited for the following appointments. Rushcliffe salary scales and service conditions.

General Hospital of approximately 639 beds with many special departments. Approved by General Nursing Council as complete training school for student nurses

All posts are "resident" as defined by Rushcliffe Reports, but billetting away from hospital may be necessary. All candidates for undermentioned posts, except student nurses, may be "non-resident" if they wish.

Full particulars and application forms can be obtained from Matron at the hospital. Copies of testimonials or names for reference should be sent with the application.

Qualified **Senior Sister Tutor.**—Candidates with considerable teaching experience preferred. "Block" system of training; Preliminary Training School. Vacancy 1.8.46.

Qualified **Assistant Sister Tutor.**—Experience as ward sister essential. Vacancy 1.9.46.

Staff Nurses—For General Wards.

Student Nurses—Vacancies for 2.9.46 and 6.1.47 for three year course of training plus three months' preliminary trial period) for Preliminary and Final State Examinations in general nursing. Candidates should be single girls over 17 yrs. or widows. Unestablished.

Middlesex Guildhall.
Westminster, S.W.1.

C. W. RADCLIFFE.
Clerk of the County Council.
(442)

COUNTY OF THE CITY OF WORCEST

PUBLIC ASSISTANCE DEPARTMENT

The Public Assistance Committee in applications for the following appointm

SHRUB HILL INFIRMARY, WORCEST

NURSING STAFF

Night Sister; Ward Sister; Staff Nu Assistant Nurses. Salaries in accordance the Rushcliffe Report.

The above appointments are subject to provisions of the Local Government Act, 1 and the successful candidates will be requ to undergo a medical examination.

Applications should be made to the Pub Assistance Officer at the undermenti address.

C. H. DIGBY-SEYMOU
Town Clerk and Clerk to
Public Assistance Commi

Public Assistance Offices. (227
11 Copenhagen St., Worcester.

COUNTY COUNCIL OF THE WEST RIDI OF YORKSHIRE

Applications are invited for the un mentioned appointments:—

COUNTY HOSPITAL, KEIGHLEY

Night Sister. Applicants must be Registered Nurses and State Certified wives.

Ward Sisters. Applicants must be Registered Nurses.

Staff Midwives. Applicants must be Certified Midwives.

COUNTY WELFARE INSTITUTIONS TADCASTER, PONTEFRACT KNARESBOROUGH, PENISTONE AN DEANHOUSE

Ward Sisters. Applicants must be trained State Registered Nurses. £160/£260 per annum, together with residential emoluments valued at £120 annum.

Assistant Nurses (resident or non-resid wanted at the Keighley Hospital and several County Welfare Institutions.

Ward Orderlies (resident or non-resid Salary as for Intermediate Assistant Nu

The terms and conditions of service of the above appointments are in accord with the Nurses Salaries Committee (Ru cliffe Report).

Application forms from the Deputy Co Welfare Officer, County Hall, Wakefield be returned as soon as possible. (33

THE NATIONAL SANATORIUM BENENDEN, CRANBROOK, KENT

Night Sister required at National Sanato Benenden. Sanatorium experience an advan Rushcliffe Scale in operation. Country dis good transport facilities. Applications, s age and qualifications and experience, shou sent to Matron. (3

BIRMINGHAM ACCIDENT HOSPITAL AND REHABILITATION CENTRE BATH ROW, BIRMINGHAM, 15

Applications are invited for the post of **Superintendent.** Salary in accordance with Rushcliffe Scale. Federated Superannu Scheme in force. Forms of application may obtained from the Matron. (36

SWANSEA GENERAL AND EYE HOSPI

Night Superintendent. This post will be vacant towards the middle of July. Applica are invited from State-registered Nurses should also hold Part I Central Midwives Bo Certificate. Salary according to Rushc recommendations. Apply, Matron. (37

EPSOM AND EWELL COTTAGE HOSPITA ALEXANDRA ROAD, EPSOM

Night Sister required. S.R.N., S.C.M. day and night **Staff Nurses.** Salary and condit according to Rushcliffe Scale. Apply to Mat (48

THE GENERAL INFIRMARY AT LEEDS

Theatre Sister required. Salary according to Rushcliffe Scale. Uniform is provided. Federated Superannuation Scheme is in fo Apply with full particulars and two names reference to Matron, General Infirmary at Le (29

BOUNDARY PARK GENERAL HOSPITAL OLDHAM

THEATRE SISTER REQUIRED

Salary in accordance with the Rushcliffe Sc Candidates must be State-certified Midwives State-registered Nurses. Previous theatre exp ence is essential. Applications to be made Matron. (33

THE HALIFAX GENERAL HOSPITAL, HALIFAX

(400 Beds)

Senior Theatre Sister required. Rushcli Scale of salaries. Local Government Sup annuation Scheme in force.

Apply, with full particulars, to Matron. (318

KENT COUNTY OPHTHALMIC AND AURAL HOSPITAL, MAIDSTONE

Required in July. Experienced Th **Sister** for Aural Theatre. Rushcliffe Scale salaries. Federated Superannuation Sche in force. Apply, with particulars, to Matr (96 Matron.

HIGH WYCOMBE & DISTRICT WAR MEMORIAL HOSPITAL, BUCKS.
(101 Beds)
Theatre Sister required immediately (temporary for approximately two months). Rushcliffe Scale. F.S.S. Apply to Matron. (415)

HIGH WYCOMBE & DISTRICT WAR MEMORIAL HOSPITAL, BUCKS.
(101 Beds)
Junior Theatre Sister required. Rushcliffe Scale. F.S.S. Apply, with Matron's name for reference, to Matron. (416)

DEWSBURY AND DISTRICT GENERAL INFIRMARY
Second Theatre Sister required. Must have theatre experience. Salary and conditions according to the Rushcliffe Scale F.S.S. in force.
Apply, stating age and experience, together with names for reference to Matron. (421)

POOLE JOINT SANATORIUM BOARD
POOLE SANATORIUM
NUNTHORPE, NEAR MIDDLESBROUGH
(New Modern Sanatorium of 315 Beds)
(Recognised as a Training School for General Nurses in affiliation with the Newcastle General Hospital and the Sunderland General Hospital)
Applications are invited for the following appointments:—
(a) **Theatre Sister.** Candidates must be State Registered Nurses with good Theatre experience.
(b) **Ward Sisters.** Candidates must be State Registered Nurses.
(c) **Staff Nurses.** For Post-Certificate training. Candidates must be State Registered Nurses.
(d) **Assistant Nurses.** With a minimum of two years' training or experience.
(e) **Student Nurses.** Candidates from 17 years of age.
The salaries and emoluments will be as recommended in the Rushcliffe Report. The appointments will be conditional upon the successful candidate passing a satisfactory medical examination and will be subject to the Local Government Superannuation Act, 1937.
Application Forms can be obtained from the Matron, Poole Sanatorium, Nunthorpe, near Middlesbrough, to whom they should be returned on completion.
Town Hall, G. S. McINTIRE,
Sunderland. Clerk to Board. (222)

MUNICIPAL GENERAL HOSPITAL
GULSON ROAD, COVENTRY
Applications are invited for the post of **Sister-in-Charge** of the Maternity Unit. Applicants must be State Registered Nurses and Midwifery Teachers. Diploma desirable. The Hospital is recognised by the Central Midwives' Board as a Part I Training School. Salary and conditions in accordance with the Rushcliffe Scale and Ministry of Health's recommendations. (170)

CITY OF BIRMINGHAM
LORDSWOOD MATERNITY HOME
44 LORDSWOOD ROAD, HARBORNE
PART II—TRAINING SCHOOL
Two **Maternity Ward Sisters** required. Salary and conditions in accordance with the Rushcliffe Scale. Apply with full particulars (giving names for reference) to Matron.
Pupils prepared for the Part II examination of the Central Midwives' Board. Rushcliffe Scale of salary. Course commences on September 1st. Applications to the Matron. (157)

MIDDLESEX COUNTY COUNCIL
PUBLIC HEALTH DEPARTMENT
NETLEY CASTLE, SOUTHAMPTON
APPOINTMENT OF SISTER
Convalescent home for men (50 beds). Pleasant surroundings overlooking Southampton Water. Rushcliffe salary and service conditions; ward sister's scale; resident; established and pensionable, subject to medical examination.
Full particulars and application forms from the Matron.
C. W. RADCLIFFE,
Clerk of the County Council. (141)

GERMAN HOSPITAL
(BRITISH VOLUNTARY HOSPITAL
224 Beds)
DALSTON, LONDON, E.8.
Holiday Sister, S.R.N., preferably with H.K. experience required. Salary and conditions of service in accordance with the Rushcliffe Scheme.
Apply to Matron for application form. (184)

HALLAM HOSPITAL, WEST BROMWICH
STUDENT NURSES
We have vacancies for girls wishing to train as Nurses. Applicants should be strong healthy girls, age 18 years and upwards who have a reasonably good education. Student Nurses receive instruction from the Medical Staff and resident Sister Tutors. Salary in accordance with the Rushcliffe Scale with full residential emoluments and uniform. Full particulars can be obtained from the Matron. (192)

LANCASHIRE COUNTY COUNCIL

VACANCIES FOR NURSING STAFF
PUBLIC HEALTH COMMITTEE

PARK HOSPITAL, DAVYHULME, NR. MANCHESTER

Staff Midwives.
Staff Nurses.
Assistant Nurses.

Pupil Midwives (Part I training). Applicants must be State Registered Nurses. Pupils accepted for training will be granted facilities to take Part II at one of the other County Council Hospitals which is approved for Part II training.

Second Year Student Nurses. Applicants must be either State Registered Fever Nurses or State Registered Children's Nurses.

Student Nurses aged 18 years and over. The hospital is a complete training School with 500 beds. Full particulars and forms of application from The Matron, Park Hospital, Davyhulme, Nr. Manchester, to whom all applications must be forwarded.

COUNTY HOSPITAL, WHISTON, PRESCOT, NR. LIVERPOOL

Home Sister.
Midwifery Sister.
Ward Sister (must be S.C.M.) for duty on the Gynaecological Ward.

Pupil Midwives (Part I training). Pupils accepted for training will be granted facilities to take Part II at one of the other County Council Hospitals which is approved for Part II training.

Student Nurses aged 18 years or over.

Full particulars from The Matron, County Hospital, Whiston, Prescot.

PUBLIC ASSISTANCE COMMITTEE

PUBLIC ASSISTANCE INSTITUTION, ULVERSTON

Ward Sister. Full particulars from the Area Public Assistance Officer, Town Hall, Ulverston.

PARKSIDE INSTITUTION, LANCASTER

Ward Sister (must be S.C.M.).

Assistant Nurses. Full particulars from the Area Public Assistance Officer, 5 Dalton Square, Lancaster.

FYLDE INSTITUTION, WESHAM, KIRKHAM

Assistant Nurses. Full particulars from the Area Public Assistance Officer, Wesham, Kirkham, Lancs.

PUBLIC ASSISTANCE INSTITUTION, CHORLEY

Maternity Ward Sister (must be S.C.M.). Full particulars from the Area Public Assistance Officer, 8 Spring Bank, Preston.

COPLOW VIEW INSTITUTION CLITHEROE

Staff Nurse. Full particulars from the Area Public Assistance Officer, 5 Mill Lane, Blackburn.

MOORLAND INFIRMARY, RAWTENSTALL

Maternity Sister Tutor. The above Infirmary is recognised for the training of Pupil Midwives under Part II of the new Section "B" of the rules of the Central Midwives' Board. Applicants must be State Certified Midwives and also State Registered Nurses and must possess the Midwives Teacher's Certificate. Salary £230 by £10 to £280 per annum. Form of application from the County Medical Officer of Health, Hospital and Medical Department, County Offices, Preston.

Midwifery Sister.
Night Sister (in sole charge must be S.C.M.).
Ward Sister (must be S.C.M.).
Staff Nurses.
Male Staff Nurses.
Enrolled Assistant Nurses.
Intermediate Assistant Nurses.

Student Nurses, aged 18 years and over. Full particulars from the Area Public Assistance Officer, Moorlands, Rawtenstall.

ORMSKIRK COUNTY HOSPITAL

Staff Midwives (2).

Enrolled Assistant Nurses (2). Full particulars from the Area Public Assistance Officer, 74 Wigan Road, Ormskirk.

COUNTY HOSPITAL, BURY

Staff Nurse.
Night Superintendent.
Assistant Nurses.

Nursing Assistant (Grade I or II for Female Mental Ward). Full particulars from the Area Public Assistance Officer, Parsons Lane, Bury.

Maternity Sister Tutor. The above Hospital is recognised for training of Pupil Midwives under Part II of the New Section "B" of the rules of the Central Midwives' Board. Applicants must be State Certified Midwives and also State Registered Nurses and must possess the Midwives' Teachers' Certificate. Salary £230 by £10 to £280 per annum. Form of application from The County Medical Officer of Health, Hospital and Medical Department, County Offices, Preston.

COUNTY INSTITUTION, WHISTON, PRESCOT, NR. LIVERPOOL

Male Charge Nurse (Resident and Non-Resident).
Ward Sisters.
Male Staff Nurses (Non-resident).
Night Sister (Non-Resident).
Ward Sisters (Non-resident). In respect of these vacancies meals will be supplied when on duty and uniform provided. The value of these emoluments for Superannuation purposes is £30. Full particulars from the Area Public Assistance Officer, Warrington Road, Whiston.

LEIGH INSTITUTION, LEIGH ROAD, LEIGH

Ward Sister (must be S.C.M.). Full particulars from the Area Public Assistance Officer, Leigh Road, Leigh.

GREEN LANE INSTITUTION, PATRICROFT, MANCHESTER

Ward Sister.
Assistant Nurses. Full particulars from the Area Public Assistance Officer, Green Lane, Patricroft, Manchester.

COUNTY HOSPITAL, ASHTON-UNDER-LYNE

Night Sister.
Ward Sisters.
Staff Midwives.
19 Pupil Midwives (Part I training). Pupils accepted for training will be granted facilities to take Part II at one of the other County Council Hospitals which is approved for Part II training.

Student Nurses aged 18 years and over. Full particulars from the Area Public Assistance Officer, St. Michael's Square, Ashton-under-Lyne.

Applications are invited for the above appointments, the rates of pay of which are in accordance with the Reports of the Rushcliffe Committee. The appointments are subject to medical examination and are superannuable. Applicants for posts of Staff Nurse and higher grades must be State Registered Nurses.

Applicants for Midwifery posts must be State Certified Midwives and also State Registered Nurses. Emoluments (board, residence and uniform, etc.), are additional to the annual salaries stated. Any previous service in the particular grade either at a Voluntary Hospital or Local Authority Hospital will rank for service on the salary scale.

County Offices, R. H. ADCOCK,
Preston. Clerk of the County Council.
June 28th, 1946. (355)

SOUTH LONDON HOSPITAL
CLAPHAM COMMON, S.W.4.
Second Sister, S.R.N., required for Private Wards. Rushcliffe Scale of salaries and pension scheme in force. Apply with Matron's name for reference to Matron. (224)

ROYAL UNITED HOSPITAL, BATH
Required, **Sister in Charge** of Orthopaedic ward. Salary according to Rushcliffe Scale. Uniform provided. F.S.S. in force. Apply, with full particulars to the Matron. (175)

MANCHESTER NORTHERN HOSPITAL
(VOLUNTARY HOSPITAL AND COMPLETE TRAINING SCHOOL)
MANCHESTER, 8.
Holiday Sister required as soon as possible. Rushcliffe salary and F.S.S. in force. Apply, with full particulars of training, age, etc., and Matron's name for reference to Matron. (176)

CLYDACH HOSPITAL
(25 Beds)
Ward Sister required, S.R.N., with good theatre experience, able to take charge in Matron's absence. Salary and conditions in accordance with the Rushcliffe recommendations. Apply with full particulars to Matron, Hospital, Clydach, Swansea. (177)

ADDENBROOKE'S HOSPITAL, CAMBRIDGE
Experienced **Radiographer** required for new Radiotherapeutic Department. Salary according to the scales recently recommended by the Joint Negotiating Committee. Superannuation Scheme in force. Apply with full particulars and names for reference to Matron. (185)

BUCKS. COUNTY COUNCIL
TINDAL HOUSE GENERAL HOSPITAL
AYLESBURY, BUCKS.
Required: **Theatre Sister; Theatre Staff Nurse; Staff Nurses,** S.R.N
Salary and hours according to Rushcliffe Scale. Apply to Matron. (226)

CITY OF BIRMINGHAM
HEATHFIELD ROAD MATERNITY HOME
HANDSWORTH
PART II TRAINING SCHOOL
Midwifery Sister required. Rushcliffe salary and conditions of service.
Applications, giving experience and names for reference to be sent to the Matron. (159)

BANK HALL MATERNITY HOSPITAL
BURNLEY, LANCS.
(36 Beds)
Required **Labour Ward Sister** and **Ward Sister.** Rushcliffe salary and conditions of service. Apply Matron. (163)

HALLAM HOSPITAL, WEST BROMWICH
RELIEF WARD SISTERS
Applications are invited from S.R.N's for the appointment of two **Relief Ward Sisters.** The hospital contains 465 beds, predominantly for acute illness and is recognised by the G.N.C. as a complete training school and by the C.M.B. for Part I S.C.M. There is a visiting staff of 12 consultants from Birmingham and Wolverhampton. Salary is at the rate of £160-£220 p.a. according to experience and the successful applicants will be required to pass a medical examination and contribute to the Corporation's Superannuation Scheme. Applications, together with the names of two Matrons for reference should be sent to the Matron. (193)

DEWSBURY JOINT HOSPITAL BOARD
MITCHELL LAITHES ISOLATION HOSPITAL
(102 Beds)
Applications are invited for the following appointments at the above hospital:—
1 **Sister,** S.R.N. (Fever Certificate); 1 **Staff Nurse** (Fever Certificate); 1 **Assistant Nurse.**
Salaries and conditions of service in accordance with the Rushcliffe Scale.
Application forms may be obtained from the undersigned and should be returned as soon as possible.
Public Health Dept., C. G. PAYTON,
Municipal Bldgs., Medical Superintendent,
Halifax Road, Dewsbury. (229)

NEWARK TOWN & DISTRICT HOSPITAL
Out-Patient and Plaster Sister required Federated Superannuation Scheme in force.
Apply, with names for reference, to Matron. (189)

KENT COUNTY COUNCIL
COUNTY HOSPITAL, CHATHAM
WILLESBOROUGH HOSPITAL
NR. ASHFORD
Sisters required as follows:—
Ward Sisters (3), S.R.N., S.C.M., at County Hospital, Chatham.
Ward Sister, S.R.N., with experience in Out-Patients' Department at Willesborough Hospital.
Holiday Relief Sister, S.R.N., at Willesborough Hospital.
Salary according to service within the appropriate Rushcliffe scale £160-£220 a year, plus long service increments of £20 where applicable. Full residential emoluments. Uniform. Superannuation. Medical examination necessary.
Application forms and particulars obtainable from the Matron at the Hospital concerned, to whom completed applications should be sent by July 16th, 1946.
County Hall, W. L. PLATTS,
Maidstone, Clerk of the County Council.
June 27th, 1946. (342)

BISHOP'S STORTFORD HOSPITAL
RYE STREET, BISHOP'S STORTFORD
(General Hospital — 72 Beds)

Sister (S.R.N., S.C.M.), required for general holiday relief duties.

Apply with details to the Matron. (197)

COUNTY BOROUGH OF STOCKPORT
STEPPING HILL HOSPITAL
(483 Beds)

Applications are invited for two **Holiday Relief Sisters,** one to be a Certified Midwife. Salary and conditions according to the Rushcliffe Scale.

Applications are to be addressed to the Matron, Stepping Hill Hospital, Hazel Grove, Nr. Stockport. (198)

CITY OF WAKEFIELD
WAKEFIELD MATERNITY HOSPITAL

Applications are invited for the following appointments:—

Midwifery Sister (Permanent). S.R.N. and S.C.M.

Staff Nurses (Permanent), preferably S.R.N. and S.C.M.

Assistant Nurses (Permanent).

Night Nurses (Temporary).

Salary and conditions of service in accordance with the recommendations of the Midwives' or Nurses' Salaries Committees.

Applications, stating age, experience, and three references, should be made to the Medical Officer of Health, Town Hall, Wakefield, as soon as possible.

Town Hall, Wakefield. W. S. DES FORGES, Town Clerk. (203)

HUDDERSFIELD ROYAL INFIRMARY
(321 Beds)

Sister required for Children's Ward, 40 Beds. Must be S.R.N. and hold Certificate of the Council for Children's Nursing, F.S.S.N. and H.O. in force. Salary according to Rushcliffe Scale.

Applications to be addressed to Matron. (205)

ROYAL SHEFFIELD INFIRMARY AND HOSPITAL

Sister-in-Charge, Neuro-Surgical Wards at the Royal Hospital Annexe. State Registered Nurse. Salary according to Rushcliffe Scale. Superannuation Scheme in force. Use of uniform provided. Apply giving full particulars and Matrons' names for reference to Matron, Royal Hospital, West Street, Sheffield. (218)

THE ADELA SHAW ORTHOPAEDIC HOSPITAL, KIRBYMOORSIDE, YORK
(Children's 124 Beds)

Ward Sisters required. Salary and conditions of service according to Rushcliffe Scales. Federated Superannuation Scheme in force.

Apply, giving full particulars to the Matron. (101)

CITY OF STOKE-ON-TRENT
STANFIELD SANATORIUM
(91 Beds)
APPOINTMENT OF WARD SISTER

Applications are invited from State Registered Nurses with experience in the treatment of tuberculosis for the above mentioned appointment. Salary and conditions in accordance with the Rushcliffe Scale.

Applications, giving particulars of age, qualifications and experience, and enclosing copies of three testimonials, to be sent in envelopes endorsed "Stanfield Sanatorium—Ward Sister, to the undersigned, as soon as possible.

HARRY TAYLOR,
Town Clerk. (x114)

WESTBURY AND DISTRICT HOSPITAL, WESTBURY, WILTS.
(20 Beds)

Sister, S.R.N., required for small modern hospital, medical, surgical and gynoecological. Rushcliffe scale of salary. Apply to Matron. (x134)

LEICESTER COUNTY COUNCIL

The Council invite applications for the following appointments, viz.:—

Sisters (S.R.N. & S.C.M.).—At Bosworth Park, Market Harborough and Melton Mowbray Infirmaries.

Enrolled Assistant Nurses and **Intermediate Assistant Nurses** At Bosworth Park Infirmary, Melteon Mowbray Infirmary, and Loughborough, Lutterworth, Market Bosworth, Market Harborough, Mountsorrel and Narborough Institutions.

Salaries, sick pay allowances, etc., in accordance with the Rushcliffe Report.

These appointments will be with residential allowances, and uniform will be provided during employment. The provisions of the Superannuation Act apply to all appointments.

Applications in candidate's own handwriting, stating age, marital condition, experience, qualifications (if any), etc., together with copies of three recent testimonials should be forwarded to the Director of Public Assistance, Leicestershire County Council, 6 St. Martin's, Leicester, forthwith. (253)

SMETHWICK AND OLDBURY JOINT HOSPITAL

(INFECTIOUS DISEASES AND TUBERCULOSIS)
HOSPITAL REORGANZATION

Senior Appointment: Night Sister in sole charge. S.R.N., S.F.N. Applicants should have had good experience in Ward Sister's duties and in the training of Student Nurses.

Ward Sisters, S.R.N., S.F.N. Good disciplinarians and accustomed to training nurses in a high standard of nursing.

Ward Sister for Tuberculosis Block. Must have had good and up-to-date experience in the treatment of Tuberculosis and be able to educate both nurses and patients in modern methods.

Staff Nurses, S.R.N., S.F.N., one S.R.N., T.A. Willing to help and co-operate with the Ward Sister in the training of nurses.

Student Nurses. There are vacancies for students between the ages of 17½ years and 30 years of age. Applicants should have a high standard of education and be in good health. Matron will be pleased to see the parents of intending students by appointment.

Assistant Nurses. (a) Enrolled Assistant Nurses with Fever experience; (b) Enrolled Assistant Nurses with experience in Tuberculosis Nursing.

Salaries and conditions of service for all the above appointments are in accordance with the recommendations of the Rushcliffe Committee, and the appointments are subject to the provisions of the Local Government Officers Superannuation Act, 1937.

For particulars apply to The Matron, Smethwick and Oldbury Joint Hospital, Holly Lane, Smithwick, 41, Staffs. (207)

STAMFORD, RUTLAND AND GENERAL INFIRMARY, STAMFORD, LINCS.

Junior Sister required for Theatre—preferably with previous theatre experience. Apply to Matron. (x320)

HORSHAM HOSPITAL

Junior Sisters required for Horsham Hospital. S.R.N. Salary according to Rushcliffe Scale. F.S.S.N. in force. Apply, with particulars, to Matron. (385)

CITY OF MANCHESTER

PUBLIC HEALTH DEPARTMENT
VACANCIES FOR NURSING STAFF AT MUNICIPAL HOSPITALS

Applications are to be made to Matrons of Hospitals or Institutions concerned. Manchester Corporation Superannuation Scheme. Medical examination. Applicants for post of Staff Nurse and higher grades must be State Registered. Emoluments for all resident appointments consist of board residence, laundry, uniform, etc.

Salaries, etc., in accordance with the recommendations of the Report of the Rushcliffe Committee

CRUMPSALL HOSPITAL, MANCHESTER, 8
(Adult, General — 1,400 beds) (Complete Training School)

Midwifery Training. Vacancies exist for State Registered Nurses to take Part I Midwifery Training. The course is of six months' duration. Midwives' Salaries Committee Scale.

Male Staff Nurse. (State Registered).

Staff Nurses.

Assistant Nurses. (Non-resident). For chronic sick ward.

WITHINGTON HOSPITAL, MANCHESTER, 20
COMPLETE TRAINING SCHOOL
(Adult, General — 1,150 Beds)

Staff Midwives. S.C.M. and S.R.N.

Staff Nurses. S.R.N.

Assistant Nurses. (Resident or non-resident).

Midwifery Training. Vacancies exist for Pupil Midwives to take Part I Midwifery Training. For State Registered Nurses the course is of six months' duration and for other pupils it is of eighteen months' duration. Midwives' Salaries Committee cash salary rates are applicable.

Student Nurses. Aged 18 years and over.

Studente Nurses (male). Non-resident.

BOOTH HALL HOSPITAL FOR SICK CHILDREN, BLACKLEY, MANCHESTER, 9
(760 Beds)
(Training School for Nurses)

Staff Nurses. Applications will be considered from nurses on the general State register.

Student Nurses. Aged 17½ years and over.

Junior Student Nurses. There are vacancies in the preliminary training school for well educated robust girls. The minimum age of entry is 17 years. Training in sick children's nursing commences at 17½ years.

MONSALL HOSPITAL, NEWTON HEATH, MANCHESTER, 10
(Infectious Diseases — 600 Beds)
(Training School for General Nursing Council's Certificate)

General Trained Nurses. For one year's training for the G.N.C.'s Certificate in fever nursing. Rushcliffe salary scale.

Student Nurses. Aged 17½ to 25 years. For two years' training for the G.N.C.'s certificate in fever nursing.

BAGULEY SANATORIUM, NEAR ALTRINCHAM, CHESHIRE
(421 Beds)
(Opportunity afforded for S.R. Nurses and Assistant Nurses to take Tuberculosis Association Examination, if desired).

Ward Sister.

Staff Nurses. S.R.N. or T.A. Certificate.

Assistant Nurses.

Student (Probationer) Nurses. Aged 18 years and over. Training given for the Certificate of the Tuberculosis Association (Affiliated Training School).

ABERGELE SANATORIUM, ABERGELE, NORTH WALES
(262 Beds)
(Opportunity afforded for S.R. Nurses to take Tuberculosis Association Examination if desired).

Ward Sister. For holiday duties.

Staff Nurses. S.R.N. or T.A. Certificate.

General Trained Nurses for training for T.A. Certificate. S.R.N. or S.R.F.N.

Student Nurses. Training given for the Certificate of the Tuberculosis Association (Affiliated Training School). Illustrated brochure from Matron.

ROSE HILL CHILDREN'S CONVALESCENT HOME, NORTHENDEN MANCHESTER
(100 Beds)

Staff Nurses (two). S.R.N.

Assistant Nurses.

DR. GARRETT MEMORIAL HOME, MORFA DRIVE, CONWAY NORTH WALES
(Convalescent Children, 150 Beds)

Staff Nurses (two) R.S.C.N. or S.R.N. with children's experience.

Assistant Nurses (two) with children's experience.

June 28th, 1946. (365/4)

CITY OF MANCHESTER
CRUMPSALL HOSPITAL

Ward Sister required for orthopaedic wa Must be State Registered and have h orthopaedic training and experience. Ru cliffe Committee salary and conditions service. Corporation superannuation scheme

Applications are to be addressed to Matron, Crumpsall Hospital, Manchester, as soon as possible. (356)

LONDON COUNTY COUNCIL

Departmental Sisters required by Lond County Council at Bexley (L.C.C.) Hosp Bexley, Kent, and West Park Hospital, Epso Surrey (hospitals for nervous and mental d orders). Rushcliffe Mental Nurses Sub-Commit salary scale and conditions of service. Candida must be State-registered general nurses a qualified mental or mental deficiency nurs Pensionable. Application forms returnable July 9, 1946, from Medical Officer of Health Mental Health Services, County Hall, Westmins Bridge, S.E.1. (1413.) (283)

LONDON COUNTY COUNCIL

Ward Sisters required for neurological unit Sutton Emergency Hospital, Brighton Ro Sutton, Surrey. Rushcliffe Mental Nurses Sub Committee salary scale and conditions of servi Candidates must be qualified mental nurses a should also be State-registered general nurs Application form from Matron. (1342.) (284)

CITY OF LEEDS
PUBLIC HEALTH DEPARTMENT
INFECTIOUS DISEASES HOSPITAL, SEACRO

Ward Sisters required. Applicants must General and Fever trained and State-registe Previous experience as Ward Sister essential.

Salary and conditions of service in accordan with the Rushcliffe Scale.

Applications, stating age, particulars of train and subsequent experience, together with te monials and Matron's name for reference, to forwarded to the Matron, City Hospitals, Seacro Leeds. (290)

BROADGREEN HOSPITAL, EDGE LANE DRIV LIVERPOOL, 14

Midwifery Sister required. Candidates must fully trained and certificated State-registe Nurses, also State Certified Midwives. Salary in accordance with the Rushcliffe scale.

Apply Matron. (325)

HERTFORDSHIRE COUNTY COUNCIL
LISTER EMERGENCY HOSPITAL, HITCH
WARD SISTERS

Applications are invited for the posts of **Wa Sisters** in the Acute Medical and Surgical war The appointments will be subject to the provisio of the Local Government Superannuation A 1937. Salary and conditions in accordance w the Rushcliffe scale.

Applications, stating age and qualificatio should be addressed to the Matron, Lister Eme gency Hospital, Hitchin.

P. ELTON LONGMORE,
Clerk of the County Council. (326)

ROYAL SURREY COUNTY HOSPITAL, GUILDFORD

Sister required for Children's Ward, 26 beds a cots. S.R.N. and S.R.C.N. preferred. Rus cliffe scale and Federated Superannuation schem in force. Apply, with full particulars and nam for reference to the Matron. (329)

RUNWELL HOSPITAL, NEAR WICKFORD, ESSEX

Departmental Sister required, for day and nig duty, alternating every six months. Salary accordance with the Rushcliffe Scale, £170 risi by annual increments of £10 to £220 per annu with one additional service increment of £ after 10 years, and full residential emolume valued at £100 per annum. Candidates mu possess the General Certificate of the Gener Nursing Council and the certificate in ment nursing of either the G.N.C. or R.M.P.A. Th appointment is subject to the provisions of th Asylums Officers' Superannuation Act, 1909, a the Committee's Sick Pay regulations. Applic tions, stating age, qualifications and experienc with copies of three recent testimonials, to be se to the Physician Superintendent as soon possible. (361)

COUNTY BOROUGH OF BLACKBURN
CORPORATION HOSPITAL
PARK LEE ROAD

A **Ward Sister** is required at the abo Hospital. Candidates must be State-Registere nurses, general and fever, able and willin to help in the training of Probationer Nurse Possession of an S.C.M would be considere an additional qualification. Salary accordin to Rushcliffe Scale; uniform provided. Th successful candidate will be required to pas a medical examination and to contribute t the Council's Superannuation Scheme.

Application forms may be obtained fro the Medical Officer of Health, 66 Victori Street, Blackburn, and should be returne to him not later than the first post o Thursday, July 18th, 1946.

Town Hall, Blackburn. CHAS. S. ROBINSON, Town Clerk (351)

KENT COUNTY COUNCIL
PUBLIC HEALTH DEPARTMENT
DAVID SALOMONS HOUSE
BUTHBOROUGH, Nr. TUNBRIDGE WELLS

Applications are invited for the following appointments at the above establishment, which is being re-opened as a Convalescent Hospital for 80 female patients. Salary according to service within the appropriate Rushcliffe Scales.

(a) **Ward Sisters** (1 for Day and 1 for Night Duty). £160 to £220 a year, plus for service increments of £20 where applicable.

(b) **Staff Nurse.** £120 to £160 a year.

(c) **Assistant Nurses** (4). (a) Enrolled 90 to £160 a year; (b) Intermediate £75 to £100 a year.

Full residential emoluments. Uniform. Superannuation. Medical examination necessary.

Application forms and particulars obtainable from the Matron at the Hospital, to whom completed applications should be sent.

County Hall, W. L. PLATTS,
Maidstone. Clerk of the County Council.
June 72th, 1946. (337)

BASINGSTOKE HOSPITAL, BASINGSTOKE

Sister required for Ward and Theatre. Apply to Matron, giving details of training and experience with Matron's name for reference. Rushcliffe Scale of Salaries. (408)

THE KING EDWARD VII WELSH NATIONAL MEMORIAL ASSOCIATION
TUBERCULOSIS SERVICE FOR WALES AND MONMOUTHSHIRE

Applications re invited for the following posts :—

South Wales Sanatorium (286 beds for male pulmonary cases), Talgarth, Brecs., an approved centre for training for the Certificate of the Tuberculosis Association, the minimum course for which is two years.

Staff Nurses; Assistant Nurses; Student Nurses.

Tregaron Tuberculosis Hospital (34 beds for male and female pulmonary cases). Tregaron, Cards. :—

Sister or Staff Nurse; Assistant Nurse. Sealyham Tuberculosis Hospital (30 beds), Wolf's Castle, Pemb. :—

Staff Nurse; Student Nurses.

Salaries in accordance with the revised Rushcliffe Scales. Board, residence, uniform and laundry in each case; holidays with pay and holiday allowance after six months' continuous service.

Applicants for the posts of **Staff Nurses** and higher grades, which are superannuable, will be subject to medical examination and must be State-registered Nurses.

Applications to be sent immediately to the Matron in each case. (388)

CITY OF PORTSMOUTH

Applications are invited for the following appointments for which the salaries and emoluments are in accordance with the "Rushcliffe" Reports.

SAINT MARY'S HOSPITAL
(1200 Beds)

Midwifery Sisters, S.R.N. and S.C.M., with at least one year's experience as Ward Sister.

Staff Midwives, S.R.N., and S.C.M.

Staff Nurses (Mental Department) S.R.M.N. or R.M.P.A.

Staff Nurse, Operating Theatre.—The duties will be mainly concerned with the supervision of the sterilizing of needles, syringes, etc., and for relieving the Theatre Sister in the theatre during her off duty periods.

Staff Nurses, S.R.N.

Nursing Assistants (Mental Department).—Resident and Non-Resident. With or without experience.

Assistant Nurses, Resident and Non-Resident. Enrolled or Intermediate.

INFECTIOUS DISEASES HOSPITAL
(297 Beds)

Ward Sister, for Tuberculosis Wards. S.R.N. preferably with Association Certificate.

Assistant Nurses for Tuberculosis Wards.

Student Nurses, 17½-18 years of age

LANGSTONE SANATORIUM
(35 Beds)

Staff Nurse, S.R.N., preferably with previous experience in tuberculosis nursing.

Assistant Nurses, Resident. Enrolled or Intermediate.

The positions are subject to the provisions of the Local Government Superannuation Act, 1937, and the successful applicants will be required to pass a medical examination.

Application forms may be obtained from, and must be returned to, the Medical Officer of Health, Municipal Offices, 1 Western Parade, Southsea, not later than Saturday, July 30th, 1946.

City Council Chambers, V. BLANCHARD,
Clarence Parade, Southsea. Town Clerk.
June 28th, 1946. (459)

CITY OF GLOUCESTER
CITY GENERAL HOSPITAL, GT. WESTERN ROAD

Applications are invited for the post of **Theatre Superintendent.** Salary in accordance with the recommendations of the Rushcliffe Report. Applications, giving full particulars of experience and qualifications together with name for reference should be sent to the Matron. (467)

DERBYSHIRE COUNTY SANATORIUM, CHESTERFIELD (137 Beds)

Urgently required to re-open Ward: **Relief Sister,** State-registered, for relieving Ward Sisters' day off and Night Sister once a month. Rushcliffe Scale of Salaries, according to experience. Uniform. Local Government Superannuation. Apply Matron. (392)

HORTON GENERAL HOSPITAL, BANBURY
(Within Oxford Joint Hospitals Board)
(220 Voluntary and E.M.S. Beds)

Required :—**Children's Ward Sister,** must be S.R.C.N.; **Junior Sister,** for night duty; Orthopaedic trained Assistant Nurse for fracture clinic. Ruchsliffe salaries and F.S.S. in force. Apply Matron. (406)

GLOUCESTER ROYAL INFIRMARY

Required immediately for increase of staff in X-ray Department, fully trained **Sister** with M.S.R. Certificate. Rushcliffe Scale of salaries and conditions of service. Application form obtainable from Matron. (486)

THE ROYAL LIVERPOOL CHILDREN'S HOSPITAL, HESWALL, CHESHIRE

Recognised by the General Nursing Council as a Complete Training School for Sick Children's Nurses.

Sister required for Surgical Ward. Salary according to Rushcliffe Scale. F.S.S.N. in force. Apply, with particulars of training and experience, to Matron. (493)

BRADFORD ROYAL INFIRMARY
(DUKE OF YORK HOME PRIVATE PATIENTS' BLOCK)
(70 Beds)

Theatre Sister required with good experience. Rushcliffe Scale and F.S.S. in force.

Apply Lady Superintendent. (178)

BUCKS COUNTY COUNCIL
SLOUGH EMERGENCY HOSPITAL
DEPARTMENTAL SISTER
OUT-PATIENTS' DEPARTMENT

Applications invited from State-registered Nurses for **Departmental Sister**—Out-Patient's Department. Rushcliffe Scale, plus £12 per annum Uniform allowance.

Applications with copies of two recent testimonials, with Matron's name for reference to the Matron, Slough Emergency Hospital, Albert Street, Slough. (475)

WALSALL AND WEST BROMWICH (BARR COLONY) JOINT BOARD

Deputy Sisters required. Applicants must have the Mental Deficiency Certificate of the General Nursing Council or the Royal Medico-Psychological Association. Salary and conditions in accordance with the Rushcliffe Scale.

Applications to be addressed to the Matron, Great Barr Park Colony, Great Barr, Birmingham, 22a. (411)

SURREY COUNTY COUNCIL
PUBLIC HEALTH DEPARTMENT

Applications are invited for the following appointments. Salaries and conditions for all appointments will be in accordance with the recommendations contained in the appropriate report of the Rushcliffe Committee. Local Government Superannuation rights will be preserved.

WARD SISTERS at—

Redhill County Hospital, Earlswood Common, Redhill. One for Theatre duties.

Epsom County Hospital, Dorking Road, Epsom.

St. Helier County Hospital, Carshalton.

Surrey County Sanatorium, Milford. (Surgical Ward) for Thoracic Surgical Nursing.

Kingston County Hospital, Wolverton Avenue, Kingston-on-Thames.

St. Luke's Hospital, Guildford.

THEATRE SISTER at—

Kingston County Hospital, Wolverton Avenue, Kingston-on-Thames.

MIDWIFERY SISTERS at—

Epsom County Hospital, Dorking Road, Epsom.

Kingston County Hospital, Wolverton Avenue, Kingston-on-Thames.

St. Helier County Hospital, Wrythe Lane, Carshalton.

St. Luke's Hospital, Guildford.

NIGHT SISTER at—

Surrey County Sanatorium, Milford.

St. Helier County Hospital, Carshalton. (S.R.N. & S.C.M.). Ward Sisters' Grade.

ASSISTANT HOME SISTER at—

Surrey County Sanatorium, Milford, Nr. Godalming.

Kingston County Hospital, Wolverton Avenue, Kingston-on-Thames.

Candidates must be S.R.N. Ward Sister's grade.

ADMINISTRATIVE SISTER at—

Kingston County Hospital, Wolverton Avenue, Kingston-on-Thames. Previous nursing administrative exp. essential. Ward Sisters' grade.

APPLICATIONS FOR PRECEDING APPOINTMENTS TO THE COUNTY MEDICAL OFFICER, COUNTY HALL, KINGSTON-ON-THAMES.

MIDWIFERY PUPILS at—

Kingston County Hospital, Wolverton Avenue, Kingston-on-Thames. (Part I training).

St. Helier County Hospital, Carshalton. (Part I training)

Epsom County Hospital, Dorking Road, Epsom. (Part II Training).

Salary £65 p.a., plus emoluments. Rushcliffe conditions.

MALE MENTAL STAFF NURSE at—

Kingston County Hospital, Wolverton Avenue, Kingston-on-Thames.

St. Luke's Hospital, Guildford. Rushcliffe salary and conditions, 95/- x 5/- - 110/- p.w. plus uniform.

MALE STAFF NURSES at—

St. Helier County Hospital, Carshalton.

Dorking County Hospital, Horsham Road, Dorking.

Epsom County Hospital, Dorking Road, Epsom.

Kingston County Hospital, Wolverton Avenue, Kingston-on-Thames.

Must be S.R.N. Rushcliffe salary and conditions, 105/6 x 5/- - 125/6 p.w. plus uniform.

ENROLLED AND INTERMEDIATE MALE ASSISTANT NURSES (non-res.) at:

Kingston County Hospital, Wolverton Avenue, Kingston-on-Thames.

Dorking County Hospital, Horsham Road, Dorking.

Ewell Park Hospital, London Road, Ewell.

St. Helier County Hospital, Carshalton.

Enrolled salary scale 97/6 x 4/- - 105/6 x 4/- every two years to 117/6 p.w., plus uniform. Intermediate salary scale 91/6 p.w. x 4/- - 103/6 plus uniform.

APPLICATION FORMS AND FULL PARTICULARS FROM THE APPROPRIATE MATRON (464)

CITY OF WAKEFIELD
WAKEFIELD MATERNITY HOSPITAL

Applications are invited for the following appointments:—

Midwifery Sister (Permanent). S.R.N. and C.M.B.

Staff Nurses (Permanent) preferably S.R.N. and C.M.B.

Assistant Nurses (Permanent).

Night Nurses (temporary).

Salary and conditions of service in accordance with the recommendations of the Midwives' or Nurses' Salaries Committees.

Applications, stating age, experience, and three references should be sent to the Medical Officer of Health, Town Hall, Wakefield, as soon as possible.

Town Hall, W. S. DES FORGES,
Wakefield. Town Clerk.
June, 1946. (262)

NORFOLK COUNTY COUNCIL

Ward Sister, State-registered and Fever trained, required at the County Isolation Hospital, East Dereham (125).

Salary and conditions in accordance with the Rushcliffe Committee Report.

Applications, stating age, qualifications and experience, should be sent to the Matron. (369)

MINES NURSING SERVICE

Applications are invited from State-registered Nurses for the post of **Sister** or **Nurse in Charge** at the Ravenhead Colliery of the St. Helens Collieries Company, Ltd.

Candidates should have experience in Industrial Nursing (industrial nursing certificate an advantage).

Salary, according to the scale for Industrial Nurses recommended by the Royal College of Nursing.

Appointment will be subject to Ministry of Labour and National Service Approval.

Applications, stating age, qualifications and experience, and giving the names and addresses of two most recent employers for reference purposes, should be sent to The Secretary, The St. Helens Collieries Co., Ltd., St. Helens, Lancs. (410)

DEWSBURY AND DISTRICT GENERAL INFIRMARY

Relief Sister required for holidays in the wards and Departments. Salary according to the Rushcliffe Scale. F.S.S. in force. Apply with age and particulars of, training and experience to Matron. (422)

ROYAL VICTORIA HOSPITAL, BELFAST
NURSES' HOME

Sister required to take charge of the Nurses' Home, 300 residents, shortly to be increased to accommodate 500.

Apply, with full particulars and references, etc., to Superintendent. (495)

DEWSBURY AND DISTRICT GENERAL INFIRMARY

Women's Ward Sister required. S.R.N., with at least the first part of the C.M.B. Certificate. This is a block of Women's Beds and the Candidate must preferably have previous Ward Sister's experience. Rushcliffe scale of salaries and F.S.S. in force.

Apply, with age and details of training and experience, to Matron. (424)

QUEEN'S INSTITUE OF DISTRICT NURSING, SCOTTISH BRANCH

Applications are invited from State Registered Nurses to train as Queen's Nursing Sisters—duration of Course six months. Midwifery Training given if not already State Registered Midwife. Appointment after training to Town or Country districts. Ample opportunity for promotion. Salary according to the recommendations of the Scottish Nurses' Salaries Committee. Apply to the Superintendent for Scotland, 26 Castle Terrace, Edinburgh, 1. (354)

WEST RIDING COUNTY NURSING ASSOCIATION

Applications are invited from State Registered Nurses, preferably with Midwifery Certificate, for training as Queen's District Sisters, to work in the Administrative County for one year after training.

Period of course in key training home six months, if holding Health Visitors' Certificate, four months.

Special lectures; salary; laundry; F.S.S. during training.

Superintendent, 62 Bardon Chambers, Infirmary Street, Leeds. (243)

QUEEN'S INSTITUTE OF DISTRICT NURSING

Applications are invited from State registered **Nurses** for training for the Queen's Roll. Training Homes in various parts of England and Wales. Posts in town and country on enrolment. Midwifery training given after district training to suitable candidates. Salaries in accordance with Rushcliffe Report. Apply, Queen's Institute, 57 Lower Belgrave Street, London, S.W.1. (452)

MANFIELD ORTHOPAEDIC HOSPITAL NORTHAMPTON

Two non-resident fully qualified **Physiotherapists** required.

Salary £270-£345 per annum, according to experience. Apply with particulars to the Matron. (172)

CITY AND COUNTY OF NEWCASTLE UPON TYNE CITY HOSPITAL FOR INFECTIOUS DISEASES

Applications are invited from persons with suitable qualifications and experience for the post of **Radiographer** (male or female). Salary £260 by £12 10s. to £310 per annum (non-resident). Alternatively, board-residence can be provided for which a deduction of £100 per annum would be made.

The appointment is subject to the provisions of the Local Government Superannuation Act, 1937, and the successful candidate will be required to pass the necessary medical examination.

Applications, stating age, qualifications and experience, to be sent immediately to the Medical Officer of Health, Town Hall, Newcastle upon Tyne, 1. (162)

NOTTINGHAM CHILDREN'S HOSPITAL

Senior Radiographer required, M.S.R. Resident post. Superannuation Scheme in force. Salary according to recommendations of Joint Negotiating Committee for Hospital Staffs. Apply—Hon. Secretary, Children's Hospital, Nottingham. (202)

COVENTRY & WARWICKSHIRE HOSPITAL COVENTRY

Masseuses required. Salary during first year after qualifying, £200 per annum plus 10 per cent. war bonus, with lunch and tea daily. Candidates with one year or more experience, salary not less than £220 per annum plus 10 per cent. war bonus, with lunch and tea. Write, stating experience to House Governor. (x5)

CONNAUGHT HOSPITAL WALTHAMSTOW LONDON, E.17

Required. **Assistant Radiographer** for X-ray Dept. Must be M.S.R. and experienced in X-ray Therapy. Salary according to experience and scale arranged.

Applications, etc., personally by appointment or by letter to the Matron. (x33)

LUTON AND DUNSTABLE HOSPITAL LUTON, BEDS.

(214 Beds)

Physiotherapist required. C.S.P., M.E. and L.E.T. Certificates essential, and P.T. experience desirable. Salary in accordance with the recommended Scale for Physiotherapists. F.S.S. in force. Please apply with full particulars to the Matron. (x59)

BRADFORD ROYAL INFIRMARY

Lady Radiographer, qualified M.S.R., L.E.T., required as Assistant in the Superficial X-ray and Light Therapy Department, S.R.N. preferred. Salary—New Joint Negotiating Committee Scale, £260 to £310 according to experience.

Apply Lady Superintendent. (x133)

NORTHUMBERLAND COUNTY COUNCIL

ORTHOPAEDIC SCHEME

Applications are invited for the post of a fully qualified **Physiotherapist** (Female). The salary will be £270 per annum rising by annual increments of £12 10s. to £345, plus travelling and subsistance allowances. The person appointed will be required to undergo a medical examination and to contribute to the Council's Superannuation scheme, under the Local Government Superannuation Act, 1937. Applications, giving particulars regarding age and experience, and accompanied by copies of three recent testimonials should be sent to: Dr. J. B. Tilley, County Medical Officer, County Hall, Newcastle-upon-Tyne, 1, not later than July 15, 1946.

County Hall, C. HAROLD CARTER,
Newcastle-upon-Tyne, 1. Clerk of the Council.
29th May, 1946 (271)

Charge Physiotherapist (woman) required by London County Council at the Maudsley Hospital (for neuroses and curable mental disorders), Denmark Hill, London, S.E.5. Must be registered with Chartered Society of Physiotherapy. Salary, inclusive of extra payment to holders of combined electro-therapy certificate issued by Society, £240 rising to £280 a year plus cost-of-living addition (at present 22s 6d. a week), and extra payment if State-registered general nurse. Commencing salary according to qualifications and experience. Application form from Medical Officer of Health, (1) Mental Health Services, County Hall, Westminster Bridge, S.E.1. (1349) (281)

QUEEN MARY'S HOSPITAL FOR THE EAST END STRATFORD, LONDON, E.15.

Applications are invited for **Assistants** in the Physiotherapy Department of the above Hospital. Full qualifications necessary. Salary Scale £250 (with lunch) rising by annual increment by £12 10s. 0d. to £325 p.a. Apply to the Matron. (258)

BRADFORD ROYAL INFIRMARY

Assistant Physiotherapists required for increase of Staff. Active fracture clinic, plaster theatre, large gymnasium and all the latest electrical appliances Non resident.

Salary according to experience within the New Joint Negotiating Committee Scale of Salaries.

Apply with references to the Lady Superintendent. (217)

ST. ANDREW'S HOSPITAL, BOW, E.3

Physiotherapists, whole or part-time, non-resident, required immediately. Chartered Physiotherapists and preferably holding M.E. and L.E.T. certificates. Salary for whole-time £210-£10-£240 a year plus cost of living addition (at present 30s. a week for men and 22s. 6d. for women), the scale of salary to be reduced by £10 a year for those not in possession of the M.E. and L.E.T. certificates. The scale of salary will be increased by £10 a year for those who are State-registered Nurses. Regard may be had to previous experience in fixing the commencing point on the salary scale. Salary for part-time employee dependent on number of hours worked. Apply to Matron. (280)

Brompton Hospital for Diseases of the Chest, London, S.W.3

Junior Radiographers required, M.S.R. For increase of Staff. Non-resident. Salary according to scale. F.S.S. in force. Apply to the Matron. (365/19)

CITY OF BIRMINGHAM

PUBLIC HEALTH DEPARTMENT

CITY FEVER HOSPITAL, LITTLE BROMWICH, BIRMINGHAM, 9.

Vacancies for General Trained State Registered **Nurses** to take Fever Training. Excellent experience available and good conditions of service. Apply Matron.

DUDLEY ROAD HOSPITAL BIRMINGHAM, 18

Ward Sisters required in General Wards of the Hospital. Minimum qualifications, State Registration, General Register, and Part 1 Central Midwives' Board. Application to Matron-in-Chief, Dudley Road Hospital, Birmingham, 18.

Physiotherapist required. Non-resident. Salary £210-£10-£240 p.a. plus war bonus. C.S.P., M.E., L.E.T. Certificates.

Pupil Midwives. Part 1 Midwifery. Six months' course. Salary £65 p.a.

SELLY OAK HOSPITAL BIRMINGHAM, 29.

MIDWIFERY TRAINING SCHOOL PART I.

Midwife-in-Chief required in the Maternity Department (39 beds). Minimum qualifications, S.R.N. S.C.M., G. & A. Certificate and Midwife-Teacher's Certificate. Apply to Matron.

Physiotherapist required. C.S.P., M.E., L.E.T. Certificates. Salary £210-£10-£240 p.a. plus war bonus. Non-resident. Apply Matron.

Two **Ward Sisters** required for holiday duty in the General Wards. Qualifications necessary, S.R.N. and Part I Certificate of the Central Midwives' Board. Apply Matron.

Two **Staff Midwives** required. S.R.N., S.C.M. Salary, Rushcliffe Scale. Apply Matron.

Staff Nurses urgently required for Wards and Departments, resident or non-resident. Apply Matron.

SELLY OAK INFIRMARY BIRMINGHAM, 29

Assistant Nurses required immediately, with experience if possible. Resident or non-resident. Apply to Matron.

SANATORIA SERVICE

CITY SANATORIUM, YARDLEY GREEN ROAD, BIRMINGHAM, 9 (415 Beds)

State Registered **Staff Nurses** required. Facilities offered for training for the Tuberculosis Association Certificate. Salary, resident £130-£10-£170. Non-resident, minimum cash salary £210. An extra £10 is paid when in possession of the Tuberculosis Association Certificate. A service allowance of £40 is paid in addition to salary at the end of two years' continuous service and £20 on completion of each further continuous year of service. Apply to Matron.

Student Nurses required for General training. Salary first year £45, second and third years £50, fourth year £60. A service allowance of £40 in addition to salary will be paid at the end of the first two years' continuous service. The first two years will be spent at the City Sanatorium, Birmingham (415 Beds) and the last two years at Dudley Road Hospital, Birmingham (1,000 beds). For further particulars write to Matron, City Sanatorium, Yardley Green Road, Birmingham, 9.

Student Nurses required for Tuberculosis training only. Salary first year £45, second year £50. A service allowance of £40 will be paid in addition to salary on completion of two years' continuous service. Apply Matron.

Tuberculosis trained **Nurses** required. Must be in possession of the Tuberculosis Association Certificate. Salary resident £85-£5-£120. Non-resident, minimum cash salary £150. A service allowance of £40 will be paid in addition to salary at the end of two years' continuous service and £20 on completion of each further continuous year of service. Apply to Matron.

WEST HEATH SANATORIUM REDNAL ROAD, NORTHFIELD BIRMINGHAM, 31

Vacancy for a **Ward Sister.** Candidates must be Registered Nurses on the General Register and must be interested in the Tuberculosis Service and in the training of Nurses. The Hospital is affiliated with Dudley Road Hospital for General Training and is within easy reach of the city with good 'bus services. Rushcliffe scale. Apply to Matron.

Assistant Nurses required at the City Sanatorium, Yardley Green Road, Romsley Hill Sanatorium, Halesowen, Salterley Grange Sanatorium, near Cheltenham, West Heath Sanatorium, Rednal Road, Northfield. Applications should be sent to the Matron in each case.

ROMSLEY HILL SANATORIUM HALESOWEN, WORCS.

State Registered **Male Nurse** required immediately, non-resident. Salary in accordance with Rushcliffe Scale. Apply to Matron. (143)

BROMPTON HOSPITAL, S.W.3

State Registered **Nurses** wishing to gain additional experience, with Certificate, are invited to write to the Matron for particulars of one year's course in the medical and surgical treatment of Pulmonary Tuberculosis and other chest diseases. Minimum salary £130 p.a.

There are also vacancies for **Assistant Nurses** holding the T.A. Certificate who wish for further experience in the surgical treatment of Pulmonary Tuberculosis.

Salaries and conditions in accordance with the Rushcliffe Report. Federated Superannuation Scheme in force. Apply Matron, Brompton Hospital, London, S.W.3. (365/18)

KENT COUNTY COUNCIL COUNTY HOSPITAL, CHATHAM

Applications are invited for the following non-resident appointment at the above Hospital.

Assistant Physiotherapist (female). The County Council is being recommended to adopt the proposals of the Joint Negotiating Committee, in which event the salary for the appointment will be £270 a year by increments of £12 10s. 0d. to £345 a year.

Superannuation. Medical examination necessary. Candidates are required to possess the C.S.P., M.E. and L.E.T. Certificates.

Applications, stating age, qualifications, experience, and the names and addresses of two responsible persons to whom reference may be made as to professional ability, to be sent to the Medical Superintendent of the Hospital by July 16th.

County Hall, W. L. PLATTS,
Maidstone. Clerk of the County Council.
June 27th, 1946. (344)

KENT COUNTY COUNCIL COUNTY HOSPITAL, ORPINGTON

Applications are invited for the following non-resident appointments at the above Hospital.

Assistant Physiotherapists (female). The County Council is being recommended to adopt the proposals of the Joint Negotiating Committee, in which event the salary for the appointment will be £270 a year by increments of £12 10s. 0d. to £345 a year.

Superannuation. Medical examination necessary. Candidates are required to possess the C.S.P., M.E. and L.E.T Certificates.

Applications, stating age, qualifications, experience and the names and addresses of two responsible persons, to whom reference may be made as to professional ability, to be sent to the Medical Superintendent of the Hospital by July 16th, 1946.

County Hall. W. L. PLATTS.
Maidstone. Clerk of the County Council.
June 28th, 1946. (345)

ASHFORD HOSPITAL, KENT

Assistant Physiotherapist required. Non-resident. Salary according to scale. Apply to Matron with full particulars. (x61)

CITY OF BATH

Nurse with good knowledge of Occupational Therapy required immediately for Weston Lodge Nursing Home, Bath. The post is non-resident. Salary according to Rushcliffe Scale. Applications, with particulars of experience, age, etc., and copies of two testimonials, to the Matron. (367)

ROYAL SOUTH HANTS AND SOUTHAMPTON HOSPITAL

Two fully qualified **Physiotherapists** required. Non-resident. Commencing salary £250 per annum, plus lunch and tea. Uniform provided. F.S.S. in force. Apply with full particulars to the Matron. (397)

CITY AND COUNTY OF BRISTOL

DEPARTMENT OF PUBLIC HEALTH

Applications are invited for the appointment of temporary female **Physiotherapist** at the Central Health Clinic and at Southmead Municipal General Hospital and Frenchay General Hospital.

Salary £210 x £10 x £250 per annum plus war bonus, which at present amounts to £48 2s. per annum, with uniform and laundry valued at £11 per annum.

Applications to be made to the Medical Officer of Health, Kenwith Lodge, Westbury Park, Bristol, 6. (445)

MIDDLESEX COUNTY COUNCIL

Qualified **Physiotherapist** required to work in the Borough of Tottenham at orthopaedic clinic dealing with school children and children under five years of age. Established post subject to medical examination. Inclusive salary £270 p.a. rising by annual increments of £12 10s. to £345 p.a. Uniforms of overalls and laundry. Applications (on forms provided) stating age, nationality, qualifications and experience, with copies of three recent testimonials to Medical Officer of Health, Municipal Medical Centre, Lordship Lane, Tottenham. Closing date July 22nd, 1946.

Middlesex Guildhall. C. W. RADCLIFFE
Westminster. Clerk of the County Council.
S.W.1. (432)

METROPOLITAN-VICKERS ELEC. CO., LTD. MANCHESTER

The Physiotherapy Clinic of the above Works require immediately three **Physiotherapists,** one to take charge shortly. The work is interesting and varied with considerable experimental work in short wave therapy. Salary according to new Chartered Society's Scale, plus war allowance. Canteen facilities and free laundry. Please apply giving details of training and experience, to Box No. 492, The *Nursing Times*, St. Martin's Street, W.C.2. (492)

CLASSIFIED ADVERTISEMENTS CONTINUED ON PAGE 522

JOURNAL OF THE ROYAL COLLEGE OF NURSING

Nursing Times

VOL. XLII. No. 27 SATURDAY, JULY 6, 1946

EDITOR: MISS K. F. ARMSTRONG, S.R.N., S.C.M., DIPLOMA IN NURSING, LONDON UNIVERSITY

Learning From One Another

AMONG the many matters of interest that the annual meetings of the College brought to the forefront there was much material for thought. The conferences arranged by the various sections were particularly helpful and should lead both to consideration and action that will benefit the hospital and nursing services in every sphere, for they were practical matters closely associated with the everyday work of the profession.

The ward sister's choice of the patient's point of view was particularly happy in that it reminded all those who were present of a thing which it is easy to forget—the fact that the average patient is afraid of coming into hospital in the first place, and of all the various different experiences which are strange to him, but are a part of the everyday life of the nursing staff. It is so easy to forget, or at least to underestimate, the importance of, this factor, as familiarity obliterates our remembrance of our own feelings when hospitals, operations and treatments, associated with various degrees of unpleasantness and discomfort or even pain, were strange to us, and we cannot be reminded of it too often. The ward sister can do so much to help the patient by the manner in which she greets him and by the example which she sets to her ward staff in spreading confidence and a happy spirit through her ward. It is a matter of greater importance than anything else—as important as efficiency, in fact, the keynote of efficiency. And whereas the greater part of the nurses' work becomes to a large extent a matter of habit, of a given response to a given situation, here each situation is a fresh one, as each individual patient is a different person requiring different handling, and judgment must be exercised continuously to ensure that each has the help that will meet his needs.

Squadron-Leader Hyde, in addition to stressing this point which Miss M. A. Opie had raised so helpfully, brought forward arguments supporting the need for additional trained staff for every ward: he was apparently not in a training school, for the ward sister did his dressing without the assistance of junior nurses, he claimed, so that if things went wrong, when she was off duty, there was no one able to cope with it. It may well be that the patient had such confidence in the ward sister because she always did the dressing that he would have been very critical of anyone else who did it for him. However, his expressed opinion shows how helpful it is to have a second person always to help with, and occasionally do, every dressing. He makes a similar statement concerning a patient in an iron lung which emphasizes further the importance of adequate staffing of the ward which deals with acute surgical and medical cases. The present shortage of staff has made the provision of adequate trained personnel a matter of special difficulty.

The sister tutors' conferences were both linked up with present day problems. This week we publish the afternoon conference on the Selection of Candidates for training. Both Miss C. H. Alexander and Miss D. L. Holland produced challenging material but there were no indications of the use, in the nursing profession, of any tests of suitability other than intelligence tests, and even these are apparently sparingly used, rather on experimental lines, for analysing candidates who have entered, than as a means of selection. Miss Alexander, after 10 years experience with the group test of the National Institute of Industrial Psychology, gave it as her opinion that those whose marks fell into the lowest group, which she labelled "D," showed such a high percentage of failures that it was a mistake to accept candidates whose scores were within this category. This mistake can only be avoided by testing candidates before their acceptance.

Miss Holland described the far wider battery of tests used in the Services for selecting officers, and drawn up to suit the needs of the work, in the same way as the battery of tests is used by the Psychological Corporation in New York for the selection of candidates for many hospitals in the States. We are glad to be able to publish, together with this report, an account from Miss M. Houghton., M.B.E. Sister Tutor of University College Hospital, of a visit to the Psychological Corporation of New York, giving a

The King and Queen visit the Royal Edinburgh Hospital for Sick Children. "You have an awful lot of flowers," said a small patient. The Queen smiled and said, "Do you love flowers?" and when he nodded gave him a pink rose

IN EDINBURGH—
A DAY
TO REMEMBER

THIS WEEK

The Roof Garden at Messrs. Derry & Tom's is open for the Royal College of Nursing's Garden Parties from July 8 to 13. Leading members of the nursing profession will attend each day at 3.15 to welcome prominent guests who include :—

Tuesday : Miss Margaretta Scott and Mr. Emrys Jones.

Wednesday : Her Majesty Queen Mary.

Friday : Surgeon Rear-Admiral Cecil P. G. Wakeley and Lord du Parcq.

✦ ✦ ✦

The Student Nurses' Number has been postponed owing to the Annual Meetings and will be published next week, July 13; it will contain accounts of the Association's meetings last week.

THE QUEEN IN EDINBURGH: *Members of the British Red Cross Society march past the Queen in King's Park, Edinburgh*

CONTENTS

	Page
Learning From One Another	503
Topical Notes	504
Social Medicine.—I	506
To Be or Not To Be ?—a Conference of the Sister Tutor Section, Royal College of Nursing	509
Coming of Age	511
A Matter of Vocation	512
A Family Affair—a Conference of the Public Health Section, Royal College of Nursing	513
The Annual General Meeting of the Sister Tutor Section, Royal College of Nursing: Appointments...	514
Woman's International Work—a Conference of the Ward and Departmental Sisters' Groups	515
The American Way	516
The Branches Standing Committee Meets: Male Nurses Make Plans	517
The Committee Stage: Coming Events	518
Welcome Home	519
Royal College of Nursing News ...	521

fuller idea of the scope of the tests they use, which have been arrived at by careful analysis of the work of the qualified nurse. Meanwhile we were sorry that Miss Winter was not present to tell again of the experiments that she had carried out in testing candidates for training, with very simple material which tested powers of observation, concentration and handwork, of which she spoke fully at the discussion on Test Examinations and Wastage held during a special course for sister tutors at the Royal College of Nursing this spring. An appeal by the chairman of the Section, Miss F. Taylor, for information of similar experiments produced no response, so that it appears nothing more has been done in this country. The full attendance, however, showed that the matter is not considered unimportant by those responsible for the teaching of the student nurse.

The morning conference we have not sufficient space to reproduce this week, but, as it dealt with the examination of the student nurse, its importance was no less and we shall give further space to discussion of it at a later date. The main object was to ensure that no satisfactory candidate failed for lack of suitable opportunity to display her knowledge and nursing skill, and yet to prevent persons passing who were not suitable to do so, so that nursing standards are maintained and, if possible, improved.

Topical Notes

Refreshment for Work

The nursing profession will be disappointed that Mr. Bevan in the Committee Stage of the National Health Service Bill, did not accept a suggestion by Mr. Somerville Hastings to include nurses amongst those for whom refresher courses would be available (Clause 48). Mr. Bevan seemed to think that such nurses had only to go into hospital to work as nurses to get the refreshment they needed after being out of hospital for many years. Certainly before the war it was not easy for the private nurse, the married nurse taking up work again or the nurse who had to interrupt her career for home reasons to get back into a good hospital. She is not knowledgeable about modern treatments and she is unlikely to come forward to find herself knowing less than the young nurses in training and at a disadvantage. The introduction of proper refresher courses would without doubt increase the number of older nurses who were willing to return to work in the hospitals and encourage employers to engage them.

Lack of Training Facilities

There are few in this country who do not know of the distress that lack of nurses is causing to all kinds of sick people, particularly to the aged and the chronic sick. The Minister of Health referred to it at the Royal College of Nursing's conference the week before last. The number of training schools for assistant nurses grows each week yet not so fast as would be possible if there were more sister tutors. To overcome this difficulty the General Nursing Council would be prepared to recognize hospitals as training schools for assistant nurses who employ as a temporary measure, suitable ward sisters who have taken a four weeks' training. Such a course had been arranged by the Education Department of the Royal College of Nursing but had to be postponed because there were not enough applications received in time: since the postponement more applications have arrived. Unfortunately the Education Department is so busy that it will not be possible to arrange for another course for several months and so meanwhile a number of hospitals will not be able to train assistant nurses. Here is an obvious example of the crying need for expansion of the Education Department and surely for financial assistance from the Government.

Welcome To "S.E.A.N.s"

The General Nursing Council at its meeting last week agreed to a resolution entitling assistant nurses whose names are on the Roll of Assistant Nurses to use the letters S.E.A.N. after their names. We shall publish details of the meeting in our issue next week.

A Branch of Learning

The Oxford Dictionary defines a university as an "educational institution designed for the instruction or examination, or both, of students in all or many of *the more important branches of learning*." Slowly but surely more universities are recognizing nursing as a subject for which they can give a diploma or certificate and we particularly welcome the fact that the University of Edinburgh has agreed to institute a certificate and examination for intending sister tutors who have taken a prescribed course of study (see *Nursing Times*, June 22, p. 483). There is a growing realization over the whole world of the importance of the maintenance of health and prevention of disease: there can be no doubt of the nurses' part in this undertaking, and it is evident that her knowledge and skill must be kept at a high level if the ideals of better health are to be achieved. The recognition of nursing as an "important branch of learning" is a step in this direction, and gives splendid support to that essence of the Nurses Act, 1943, which by protecting the title "nurse" added prestige to her position.

Interlude for Thought

Cambridge in mid-summer—with the hush which falls with the long vacation over the meandering Cam, grey colleges and rose-filled gardens—was an ideal *mise en scene* for an entirely new kind of conference arranged by the Industrial Nurses Group, Public Health Section, Royal College of Nursing. Nurses generally find their work of absorbing interest, they are very busy people and the industrial nurse especially finds herself in the very centre of the rush of modern life. There is an understandable tendency to live, think and talk "shop." In Biblical days it was a custom to go away "into the wilderness" from time to time, but modern life provides little opportunity for standing back and seeing life whole—that was the basic idea of this week-end conference for industrial nurses and their friends at Westminster College. On Friday evening Dr. Hildebrand, D.D., Organizing Secretary, British and Foreign Bible Society, spoke of a subject which is a good touchstone of practical Christian ethics, the welfare of German prisoners of war in this country. The following morning other crucial philosophic problems of the dawning atomic age came into the picture in a thought provoking lecture by Dr. Montague Clifford, B.Sc., M.A., Lecturer in Biology, Downing College, Cambridge, on "Science and Man." A modest description of a life devoted to social service in the widest sense was given by Mr. J. T. Dowdall, Joint Managing Director, Hygienic Wire Works, Mitcham, Surrey, who spoke on "My Philosophy" and told

how, a member of a "hard-headed" business family, he came to care so much for the welfare of his workers. Miss M. K. Dale, M.A., of the Institute of Historical Research, London University, in a talk on Sunday afternoon spoke of the care of records and pointed out that industrial nurses with other social workers of to-day were providing the records which would give the historians of to-morrow an accurate picture of the life of our times.

Working for Peace

Miss K. D. Courtney, Vice-Chairman of the United Nations' Association, speaking to members of the Student Nurses Association at Headquarters last week said that the one hopeful aspect of the present world situation was the general realization that there could no longer be national isolation and peace. Indeed, at the present moment international conferences abound. At Oxford next week, 200 delegates will meet for the international convention of the League of Red Cross Societies. In New York medical and health delegates from 60 countries are now laying the foundations of work to prevent disease and to raise the standard of health all over the world. Miss Parnell described early attempts at such co-operation to the meeting of ward sisters (see p. 515). Members of the Student Nurses Association showed that they realized the value of international co-operation in a practical way, for after Miss Courtney's address they passed a resolution urging nurses of all the United Nations to give their fullest support to the United Nations Organization. Only by individual effort and interest can there be universal peace and it is fitting that nurses who perhaps realize the horrors of war more than any section of people should be among those who are eager to strive for the joys of peace.

Greek Nurses Train in England

The Greek War Relief Association of America has brought 50 Greek girls to England to train as nurses to relieve the shortage of nurses in Greece where there is only one trained nurse to-day for every 20,000 of the population. Miss A. Metaxa, head of the nursing section of the Association is in charge of the party: she herself a trained nurse who went as a Rockfeller scholar to Toronto University School of Nursing and was matron of the Evangelisomos Hospital in Athens from 1942-1945: she will stay on about three months to observe training methods in this country and keep in touch with the Greek student nurses who will be scattered in hospitals in all parts of the country in groups of 4 or 5. They will receive general training and probably also midwifery district and public health training under the Queen's Institute of District Nursing which is sponsoring the scheme. The Greek War Relief Association, U.S.A. is planning to set up 260 health centres throughout the country during the next five years for preventive and curative medicine. There will be maternity and infant welfare clinics, as well as medical, tuberculosis and eye clinics, and X-ray and laboratory equipment to ensure ready and accurate diagnosis. In the rural areas there may be eight beds at the centres for emergency cases as the hospitals will be far away and there will be ambulance services to take the cases to hospital when this is practicable. With a view to preparing nurses for work of this nature, the leaders of the nursing profession in Greece, in conjunction with UNRRA Nursing Officers, led by Miss O. Baggalley are planning a combined training in preventive and curative nursing and State recognition of the training which has not yet been given.

For Work at Home

There are at present four training schools in Greece, the State School for public health, the Mytilini School, the Evangelisomos school, which takes 70 students, and the Greek Red Cross School in Athens. These give a three-year training with four and a half months' preliminary training courses. Both the British Council and the Greek War Organization of America hope to establish additional training schools. For State registration a 3-year programme is suggested with 2½ years of general work and 6 months specialization to allow for additional experience in preventive work at the option of the student nurse. The preventive and social aspects of medicine will be stressed throughout so that the qualified nurse will be fitted for the nature of the work that her country needs from her—for Greece is essentially rural with a scattered population engaged largely in agricultural pursuits, with malaria and tuberculosis two of its chief medical problems: malaria has been reduced by modern preventive measures but tuberculosis has increased greatly during the occupation and must be fought from the preventive angle. English nurses will, we feel sure, welcome the 50 Greek girls who have come so far in an effort to help their country on to its feet again and try to make them feel as little as possible the home-sickness which cannot but be the experience of those who are in a strange land, with a strange tongue spoken around them. These Greek girls can all speak English which will make our task in welcoming them the simpler.

A Centre for Scotland

The Nuffield Provincial Hospitals Trust has decided to be responsible for financing a Nursing Recruitment Centre for Scotland, similar to the one which has functioned so successfully in London for over six years, under the auspices of King Edward's Hospital Fund and the Nuffield Trust. The service will be available to all training schools which wish to hear of suitable candidates. There will be full interchange of information between the Scottish and English Centres so that any girl in England wanting to train in Scotland will be able to get help from the English Centre and *vice versa*. The work of the London Nursing Recruitment Centre has been so successful that nurses will receive this news with enthusiasm.

Prizes at County Hall. Miss Y. M. George, of Dulwich Hospital, receiving the Gold Medal from Mr. J. Cliff, Chairman of the Council, when medals and certificates were awarded to nurses of the London County Councils' Hospitals, on June 26, as a result of the Central Final Examinations

Now on Sale

The revised recommendations of the Midwives Salaries Committee regarding certain grades of midwives' salaries, published in the *Nursing Times*, p. 499, last week can now be purchased from His Majesty's Stationery Office: "Midwives Salaries Committee: Notes No. 3," price 1d.

Fêtes and Fairs

"If you have *x* number of pounds in your pocket, please spend them all—minus, of course, your fare home, for we do not want to take that from you," said Miss Sonia Dresdel, the famous actress, opening the annual fête at King's College Hospital, Denmark Hill, on June 27, in the unavoidable absence of Dame Edith Evans. Miss Dresdel, who apologized for not being Dame Edith Evans, saying that there was only one Edith Evans, observed "I am not good at figures but it looks to me as if King's must have treated the entire population of London judging by the crowds." Viscount Hambleden, Chairman of the Hospital, who welcomed Miss Dresdel, explained that this was the first "full dress" nurses' fête since before the war and referred to the "great plans made by the Government" for hospitals in the future, adding that, as a teaching hospital, King's would certainly retain a measure of freedom. But, during the next two years, until those plans came into operation, the hospitals would need as much, if not more help than ever before, and Lord Hambleden appealed to the "friends of King's" to do all they could to help. After Miss Dresdel had announced the fête open Miss M. D. Blyde, O.B.E., R.R.C., thanked Miss Dresdel and the other distinguished visitors (who included Viscountess Hambleden, the Mayoress of Lambeth, and the Dowager Lady Stanley of Alderley) for coming and adding pleasure to the afternoon.

Side Shows and Salesmanship

The fête, organized as always by the indefatigable Ladies' Association, was a great success and the appeals seem to have been made to good purpose as £776 was taken. The out-patients' hall was gay with stalls, the flower stalls well stocked, while roses, made into button-holes sold like "hot cakes." The nurses' garden was bright and busy with side shows, organized by members of the Dental School, and here "Mr. Punch" belaboured his wife and tossed the baby out of the window in a fashion which delighted the juvenile members of his audience as much as it had done their grandfathers in the days that knew not maternity and child welfare centres! Upstairs, in "rontgen row," there were continuous film shows; teas were much in demand and all sorts of good things were raffled, including two wonderful cakes covered with almonds. There was a display of Highland dancing at 6.30, and finally, from 7.30 to 11.30 a public dance in the Refectory. Everyone had worked hard, and the success of the fête was well-deserved.

SOCIAL MEDICINE*—I

The patient should be seen against a background of his home and his work, otherwise medical knowledge of his case is less than half complete

[*By Courtesy of Gaumont British Instructional Ltd.*]

By Professor J. M. MACKINTOSH, M.D., F.R.C.P., Dean and Professor of Public Health in the University of London, and Dean of the London School of Hygiene and Tropical Medicine

SOCIAL Medicine is a curious expression. It has been much cultivated during the past few years, but its roots lie deep in the past, at least, as far back as the Elizabethan Poor Law of 1601, which was the first Act in which the State definitely undertook to look after the poor, aged and infirm. From the clinical point of view, social medicine may be defined as :—" Medicine applied to man in his environment, that is against the background of his family, his house, his food and his work and play."

If one looks at social medicine from the angle of the public health nurse or doctor, one sees the opposite side, that is, a study of those factors in physical, industrial and family environment which influence (*a*) the incidence and course of disease and (*b*) the health and well-being of the people as a community. Social medicine is, therefore, a sort of " no man's land " between clinical and preventive medicine. It is a pointer to the clinician that he should regard the social factor in illness, and to the Public Health Officer that he should pay more attention to health in the individual. The purpose of social medicine is to integrate what is already known, not to try to produce some new thing under the sun.

The Background to Illness

When I was a medical student at Glasgow back in 1911-1916 we did not think much about medicine in terms of health, still less of its aspects in social welfare. We had distinguished clinical lecturers, but we were always looking at and learning about *sick* people. In the hospital ward we regarded the patient as a " case," and the more rare the condition, the more interesting we thought the case, which is, of course, the reverse of what it should be, since one ought to be most interested to find out about those conditions which will be most often met with. We students went our ward rounds, listening to hearts and hearing the curious sounds made by the stethoscope (sometimes it was even the heart which made the sounds !) We were shown the swollen, oedematous ankles and were told that the patient became breathless on exertion. But what we did not visualize was a woman standing all day in a throbbing factory, returning at night, and having to climb four flights of stone stairs to her cheerless home, resting there a while before an empty grate before she had to set to and clean the place and prepare a meal for herself.

Again, in another hospital, we saw a case of tuberculosis of the lung. We learned all about the clinical signs and diagnosis and the Koch bacillus. We were taught the Ziehl-Neelsen technique and knew that if we were lucky with our preparation we would see the tubercle bacilli bright red against a pale blue background. None of us, however, saw the darker background of social tragedy—the young man having to leave his home, his wife and family reduced to poverty by the illness and having to stint themselves just when sufficient food might mean the knife edge difference between a contact in the house developing active infection ; the risk of infection to others because the wage-earner could not afford to leave work and go to hospital in the early stages, and the consequent reduced chances of recovery for himself because of the delay in seeking treatment. We failed, in short, to link the patient with his family, his home and his work, and for that reason our knowledge as medical students was less than half complete. The real outlook for the patient, the right treatment, psychological and physical, and above all, what was to be done to help him when he returned from hospital—all that was, so far as we were concerned, in the darkness of the unknown.

The Development of Public Health

It was much the same when I came to take my public health course in London. We did not feel particularly that we were dealing with *people*. The teaching seemed cold. It was mixed up with smells and drains and water supplies and sanitation, with statistics of sickness in the mass, with bacteriology and chemistry ; there was nothing very humane about it. At best we learnt about people only in the mass, for instance, in terms of epidemics and fevers. This was really not so surprising when one realizes that not so long ago the preamble of a Government document stated that the main object of a fever hospital was to " protect the community."

Public health, as we know it, is less than a hundred years old. It was only in 1848 that the first General Public Health Act was passed in Great Britain and this was the first in any country, apart from laws in the ancient civilizations. Then came the necessity for sanitary reforms. The nurses of Florence Nightingale and the whole of the lay and professional public had to devote their time to curing the evils of the Industrial

* *Abstract of the first of a series of lectures delivered at a Refresher Course for Health Visitors, School Nurses and Tuberculosis Visitors held at the Royal College of Nursing, London.*

Revolution—the filthy sanitation, the lack of water supplies, the inadequate sewers, the jerry-built houses, and all the other products of *laissez faire*. This led to a peculiar outlook on the part of the sanitary reformers, who came to believe that once the problems of sanitation were solved, the water supply made pure, and milk and food reasonably protected, the Golden Age would arrive. They missed an important point. They were thinking exclusively in terms of the health environment of the individual, not in terms of the person to be made healthy.

A New Outlook

Fortunately, there was another development towards the end of the 19th Century. There was a group of voluntary movements based on what may be described as scientific, rather than impulsive, philanthropy. The scientific study of social problems grew up in the seventies and was associated particularly with the early Fabians, especially Sidney and Beatrice Webb, whose great contribution, especially the work of Beatrice Webb, has not yet, I think, received the full recognition it deserves.

Secondly, there was the growth of a more humanistic outlook, a move to look upon the individual rather than the mass, to speak of "people" instead of "hands"—in Charles Dickens' *Hard Times*, it will be recalled, Josiah Bounderby always referred to the workers as "hands," and this was typical; the hands were the part of the man or woman which was useful to the employer, and that was all he thought about. Then people came to think of chimney sweeps as poor children who were often suffocated with soot. The prime influence in the new trend was Lord Ashley, afterwards Earl of Shaftesbury, and later, Octavia Hill, in connection with housing. Florence Nightingale's work for nursing is well known, but she does not get enough recognition as a public health teacher. Yet her *Notes on Nursing* is very largely devoted to public health, and very brilliant and witty it is.

Next among the factors affecting the change in attitude towards public health I would put the rise of feminism, which dates from this same period, when women began to free themselves from the shackles of dress and to overcome the resistance which prevented them entering the universities and professions. Looking back I suggest that the reader should not despise either the earlier feminism of bloomers or the later militant feminism of the suffragettes; both were necessary.

Boer War Report

Lastly, but technically most important, was the shock to the public conscience caused by the large number of recruits rejected on medical grounds for the South African War. It must be remembered that there was no conscription for the Boer War; all the recruits were volunteers and this eliminates from the statistical review the obviously unfit members of the community. Furthermore, many of those who were passed as fit for service were not really fit, as was shown by the way they succumbed to disease. The revelation of the state of health of the young men of the country, shown by the examination of recruits to fight in the South African War, had an important practical effect. It led to the setting up of an inter-departmental committee, known as the Committee on Physical Deterioration of 1902. Despite its somewhat lugubrious title, this body did good work and indeed, many of its recommendations have not yet been put into effect. Its report was the origin of our school health service, and a great part of our maternity and child-welfare services. One provision advocated by the committee of forty-seven years ago has still to be looked forward to; that is a first rate general health service in factories. There are certain provisions under the Factory Acts, but the majority of works do not come under these Acts, and what is wanted is a complete industrial health service.

Reference must be made to two or three people who made special contributions to social medicine. Sir Charles Loch was the Secretary of the Charity Organization Society; he became interested in a solution for the abuse of hospital charities by persons who were well able to pay for their treatment. In 1885 he stressed the need for a hospital social service if only to prevent such abuse of charities and ten years later the Royal Free Hospital in London appointed the first almoner for this very purpose. The Minutes of the Board of the Royal Free on this occasion are interesting; they state:

"We have no machinery by which needy and deserving patients can be followed up after treatment. It must frequently happen that a few weeks' change and rest with good food at the seaside or country would save a valuable life, and there are various societies willing to help such cases, *if their attention is drawn to them.*"

This shy little note is still the charter of the almoner.

Foundation of the Dispensary System

In 1887 Sir Robert Philip, of Edinburgh, founded the dispensary system for the care of those suffering from tuberculosis and he employed nurses as visitors on social work in the homes of patients. He was the originator of social investigations in the homes. Next we must cross the Atlantic to America, where Richard Cabot, at the Massachusetts General Hospital, Boston, in 1905, was the first person to use the almoner or social worker as a teacher, and later as an essential member of the hospital team. Now social work has become an essential part of the curricula in undergraduate and nursing schools in the United States. Progress, until recently, has been imperceptible in Great Britain, though latterly, there have been what can only be described as shrill squeaks of recognition from the universities.

Social medicine is not merely a question of hospitals, sickness and follow-ups. It must be firmly established in medicine and nursing in the field as a part of post-war reconstruction. Doctors and nurses must act as health advisers. The health visitor and the school nurse have in the past carried out important social work. There is no notion of trying to replace them by almoners or social workers, but it is essential that the health visitor in the home, with experience in nursing, should play her part as a social investigator.

Duties of a Social Investigator

What do I mean by the social survey which should be carried out by the school nurse or health visitor? The first duty of the investigator in the home is to collect all the facts about the personal and family history, which will give in the mass a true picture of the patient's environment in relation to his illness. Secondly, the health visitor should be able to interpret these facts. To do all this the health visitor must gain the patient's confidence and therefore she must be a good listener. She must be prepared to hear the patient's story told in the patient's own way. Some useful precepts for the health visitor in this field are:—

1. **Avoid leading questions.** The health visitor must be careful to avoid suggesting answers to her questions.

2. **Keep the notebook in the background.** It is important that the notebook should be kept well in the background or the patient may be scared into silence. A good health visitor, even if she has a bad memory, can so order her mind as to record the essential facts in her brain. The notebook may then be brought out later, after the confidence of the patient has been gained, in order to confirm details.

3. **Have an order for questions.** It does not matter to the experienced investigator whether she asks her questions in a fixed order or not, but the inexperienced will be well advised to learn up certain headings and to follow them when interviewing. But they must be learnt and one must know the general routine of questions. The visitor must be a good actress; it does not matter whether she is spontaneous with her questions so long as she gives a perfect *appearance* of being spontaneous.

4. **Get the facts as the patient sees them.** The most difficut part of this work is to know what kind of questions to ask. Social investigation is quite different from cross-examination in courts of law. In cross-examination the idea is the getting of facts against the reluctance of the person questioned to give them. The social investigator has to lead the person by the hand, as it were, and get the facts as that person sees them, not necessarily as they are. In tuberculosis, for instance, it is not so much the actual food—whether it is sufficient, of good quality and has the proper vitamin content—that counts as the patient's reaction to that food. Again, if it is a question of the patient going back to work, we want to know what he thinks about the idea. We want to know where his repressions and difficulties lie.

5. **The Investigator's attitude must not be critical.** So far as an investigation of this kind is concerned, the health visitor must adopt an attitude for the time being of not criticising. There is a time for condemning and a time for putting things right, but the first interview is not the occasion for either. The visitor's business here is not to condemn but to observe. She must gain the confidence of the person with whom she is dealing. She must observe carefully whilst asking questions. And here I come to the fallacy about determining the quality of manage-

ment. It is not the state of tidiness at the given moment when the investigator happens to call that is fundamental—whether there are cups and dishes still on the table—nor cleanliness of the room at the given moment. What the investigator must do is to try find evidence of attempts to keep the house generally tidy and clean. Similarly it is not the condition of the bed-clothes as regards newness or cleanliness that is important, but evidence of attempts to " make do " and of careful patching and mending. In the case of children's clothes it does not matter whether they happen to be nicely starched, but whether the mother has tried to keep the children tidy and the clothes in a good state of repair. Do not pass judgment on the larder as it stands. The milk may not have a cover on because Johnny was in a hurry to get off to school. Observe rather the general basis of the larder, whether there is clean paper on the shelves, whether there appears to be an attempt on the part of a reasonably tidy mind to keep a reasonably tidy store.

6. **The first interview is important.** One cannot overstress the importance of the first interview. Nothing that can be done afterwards will cure the faults of a too-hasty first interview. The object of the first interview is to gain confidence which will be the basis for future investigations.

Social Case-Taking

A practical survey should include the following :—

I. Clinical Survey.—Under this heading the investigator should give the history, diagnosis, and prognosis of the disease and a short summary of any treatment given. She should not forget, either, that there is a clinical story of health, just as much as of disease ; there is a kind of syndrome of health as of illness.

II. Social Case-Taking.—This should include a record of : 1. personal history ; 2. family history ; 3. employment—past and present ; 4. the patient's response to home and industrial environment ; 5. his outside occupations, amusements, use of leisure ; 6. his financial situation in relation to present illness and prognosis (*a*) as it is ; and (*b*) as the patient sees it ; 7. present or previous voluntary or public assistance ; 8. the visitor's own summary. I am tired of " ticks on a card ; I do wish health visitors and others would use a little of the King's English and write out what they note about : the outlook of the patient, his anxieties and habits, and the effect of the illness on his mental health ; and give a provisional social estimate.

III. Follow-up in Home and Industry.—Under this heading the following should be recorded :—

1. Preliminary facts obtained (*e.g.* from ward staff and almoner, if the patient has been in hospital).

2. The Home Visits including a record of (*a*) the number of visits ; (*b*) the time of day ; (*c*) the persons seen and their relation to the patient ;(*d*) general result of the interviews ; and (*e*) personal observations of the investigator. The latter should concern : (i) housing conditions in detail—situation, structure, number of rooms, room normally occupied by patient, other occupants, number in family, etcetera ; (ii) cleanliness and comfort, heating, lighting and sanitation, ventilation, stairs, etcetera ; (iii) competence of the family ; housekeeping, cooking, washing and habits generally ; (iv) co-operation of the family in the problems of the patient's illness and after-care ; (v) work and health of the family, home life and use of leisure ; (vi) financial and other difficulties, especially those which might stand in the way of the patient's restoration to health ; (vii) the possibility of public or voluntary assistance towards convalescence; (viii) whether the follow-up be readily maintained and friendly supervision continued and, if not, why not.

3. The Industrial Visits including records of : (*a*) the nature of the patient's work, in detail ; (*b*) his hours of work, including the time of day or night, off-duty hours, holidays, etcetera ; (*c*) his conditions of work, general and sanitary ; (*d*) whether there are any special conditions operating against recovery, or actually causing ill-health ;(*e*) food and work, the time and place of meals, type of food taken while at work, washing facilities, etcetera ; (*f*) the distance from work and conditions of travelling including the approximate time taken for journey ; and (*g*) the provisions for welfare at the patient's place of employment, *e.g.*, rest-room, nursing attention and first-aid, clubs, games, medical arrangements, convalescence.

IV. Visitor's Assessment of the Case.—This is made after the health visitor has visited the home and place of work and should include the following details :—

1. Clinical prognosis. 2. Social prognosis which should state (*a*) whether the patient needs further supervision or treatment after leaving hospital, or needs further supervision or treatment in the home, such need should be specified ; (*b*) the visitor's recommendations in this case ; (*c*) through what agency those recommendations can be carried out (*e.g.*, public assistance, health department, voluntary help).

3. Industrial prognosis which should answer the following questions : (*a*) Does the patient's work (directly or indirectly) help or hinder recovery ? If the latter, can the employer help ? Have you any other suggestions ? (This question is particularly important in long-standing tuberculous and orthopaedic cases). (b) Is continued employment in the present work undesirable or impossible. (i) Because of the patient's condition and prognosis ? (ii) Because of some other factor in the work which is detrimental to the patient's progress ? or (iii) Because of some other reason unconnected with these ? (*c*) Is the patient likely to return to his present employment, and can you make any suggestions for the improvement of his conditions or hours of work ? (*d*) If the patient is unfit for return to his present employment, have you any suggestions to make about alternative employment ?

V. Summary and Conclusions.—Lastly, after all visits have been completed, the visitor should sum up in general terms, indicating : (*a*) what action has been taken in the social field, and its results ; (*b*) what action might have been taken, and what conditions operated to prevent effective results (*e.g.*, lack of services, voluntary, local authority or other, or failure in co-operation on the part of the patient or his family) and (*c*) what, in your opinion, could have been done to secure a satisfactory social result (*e.g.*, the trouble may be some legal point, such as lack of compulsory powers or legislative services, or to lack of supervision).

After the visitor has investigated a hundred or so cases and noted the results in this way she will begin to see forming a pattern of what went wrong. Finally, she should put down where the fault lies. It might be in herself, of course. There is a great deal, incidentally, to be said for a loose-leaf notebook for use in social investigations.

Book Reviews

GYNAECOLOGY: A HANDBOOK FOR NURSES. *By Gladys H. Dodds, M.D., F.R.C.S., F.R.C.O.G. (Faber and Faber, Limited, 24, Russell Street, W.C.1; price 10s. 6d.)*

This is a useful addition to the nurses' library of books on this important subject. The chapters on pregnancy, toxaemias, special investigations and the descriptions of gynaecological operations are perhaps the most welcome and interesting; and coming from the pen of a gynaecologist they give just that extra information which illuminates the nurse's understanding of her work. The surgeon describes each operation or investigation and then enumerates the requirements for carrying them out : this is a good arrangement. In the chapter on treatments, one might regret the absence of illustrations of gynaecological positions. Although these are to be found in many other text books,—practically, they are of such importance that they deserve inclusion here. Some of the diagrams of operations are not very easy to understand and perhaps need more careful annotation : and some of the details in Fig. 9 are not self-explanatory. The chapter on ante-natal care is very good—but it is doubtful if most pregnant women these days are able to take two hours' walk in the fresh air each day, and also lie down on a bed or couch for two hours daily. Some of the descriptions are unnecessarily technical for nurses. For example, it is doubtful if they would understand in connection with hydatidiform mole—the terms " Langham's layer ", " syncytium ", " ballottement." Finally, one regrets in a good text book such expressions as " jugging," strict spoon diet " (?), " full spoon diet " (?) and also the many mistakes which have crept in through careless proof-reading. If this book could be carefully re-edited before its second appearance it would doubtless become one of the most valuable and popular text books on the subject. H. M. G., S.R.N., S.C.M., Diploma in Nursing, University of London.

To Be or Not To Be?—The Sister Tutor Section, Royal College of Nursing, discusses "The Selection of Candidates for the Nursing Profession"

THE interesting subject "The Selection of Candidates for the Nursing Profession," coupled with the names of Miss C. Alexander, S.R.N., S.C.M., Diploma in Nursing, University of London, Matron of the London Hospital, and Miss D. L. Holland, S.R.N., S.C.M., Diploma in Nursing, University of London, Sister Tutor, Guy's Hospital, as speakers, and Miss M. E. Gould, S.R.N., S.C.M., Diploma in Nursing, Sister Tutor, St. Thomas's Hospital, in the chair, packed the Cowdray Hall to its limits on Saturday June 22.

Miss Gould, in opening the meeting, felt assured that an intensely interesting afternoon was in view with two such experienced speakers, one with wide experience in the selection of candidates, and the other with long experience with the selected. "Everyone in this hall is agreed on one point, I am sure," continued the Chairman, "it is vitally important that there is the right selection. Some hold the view that beggars can't be choosers, others demand a high standard of education and a raised age of student nurses."

Setting a Standard

Miss Alexander was the first speaker and said that the selection of candidates for the nursing profession was a much disputed subject, and "I feel sure I shall find your discussion very helpful to myself." "First of all," continued the speaker, "we must decide what we want, and I am sure we all want intelligent, healthy, well-educated girls, with a real interest in their fellow-men and a keen desire to help the individual. We want pleasant manners, willingness to be taught and a capacity for hard work." Miss Alexander then went on to say that matrons had to view the selection of their candidates from two points of view: (1) she wants to train good nurses, and (2) she has to staff her hospital to some extent with student nurses, and these two facts are dependent on each other and must be considered together. "We have also to consider the supply of candidates. It would be easy if there were 50 applicants and only five vacancies; that would be a simple problem, but we all know that is not the position to-day. We must also set ourselves a standard to be accepted, and this must to some extent depend on the supply, but," continued Miss Alexander, "I am convinced it never pays to accept poor material. This can often be a difficulty at present because of shortage of staff, and some matrons have had to let the standard go temporarily, but I am certain that if the standard goes, then the result is appalling and the wastage terrifically high." Miss Alexander said that she personally had never found it paid to accept a candidate not up to the standard required. "I admit I have done it," she said, "and I have put down my impression of candidates and wondered if I have been justified in taking them, and if I have noted they were not up to standard they have never once made a success of their training. Not only does this increase wastage" Miss Alexander went on, "but it may upset other nurses, and in small towns it lowers the prestige of the hospital if it becomes known that the matron will accept anyone; and finally it upsets recruitment.

The Personal Interview

"Having set a standard, and every matron has her own, I consider the candidate should be asked to fill in an application form, which would give details of educational standard, send a medical certificate, her birth certificate and also, a very important point, she should enclose a personal letter, written by herself and not by her parents. "I consider this letter very important," went on Miss Alexander, "and if one is not included I consider it shows lack of intelligence on the part of the candidate and I always ask why it was not included when the girl comes up for her interview." Miss Alexander felt that references should be taken up, and urged that reference forms be revised and brought up to date. "I was asked on one reference card quite recently 'Is she sober?' continued Miss Alexander, amidst laughter. "I also like matrons and headmistresses to have letters instead of forms as this gives more scope, and is more satisfactory," she continued. When an application is considered reasonable then a personal interview is arranged. "I consider this personal interview essential and most important" went on the speaker, "and I feel there is no excuse for accepting any candidate without one. Before the candidate arrives I have everything at hand, and have carefully gone through all her papers and letters again. I think the candidate should be announced; just to knock on a door and walk in and say your own name must be very disconcerting and places the girl at a great disadvantage. I like my candidates to have to walk across the room to their chair, their manner and bearing can be very helpful indications, and then I like them to sit down and to be given the opportunity to talk and to ask and answer questions." Miss Alexander felt that these interviews were most enlightening. Some girls were exceptionally nervous; this might take different forms and every matron should make allowances, but quite a good opinion could be formed by her manner, her tidiness and neatness, her shoes, hair, her use or misuse of make-up, and if she came punctually or not. "Candidates differ enormously, and I always make notes of the interview and they can be very useful for reference during the training period."

Miss Alexander then went on to say that some candidates were very difficult to interview, "but," she continued, "I think the terribly self-assured girl is the most difficult one of all. I always remember one such girl who strolled into my office, cleared a place on my desk for her handbag and gloves, sat down, crossed her legs and prepared to interview me," she concluded, amidst laughter. "Self-assurance, if carried too far, is definitely a contra-indication with regard to nursing. A candidate should be able to ask questions, and this gives a good idea of the type of girl she is and often tells what her interests are, which is most helpful. "I have hardly ever found a candidate ask about salaries, off-duty or conditions," continued the speaker, "and if these questions figured largely I should take rather a poor view of the applicant. I think it is a help and an advantage if a parent accompanies the candidate, especially if she is a very young girl, and if one is sensible in dealing with the parent, explaining that she would, of course, be informed if her daughter went off sick, or was found not to be doing well in her work, great good can come as a result."

Miss Alexander then went on to discuss the educational standard and tests for selection. "There is a tremendous value in an educational standard and intelligence tests, but I like to be very, very sure that candidates not eliminated by these tests will make good nurses, so research is done on those who were turned out or failed. The School Certificate does not necessarily mean the girl will make a good nurse, but there should be a basic level, and I feel this should be standardized by the General Nursing Council," continued the speaker, "and after that, the hospital can make its standard above this if it thinks fit. I would like to see entrants accepted on the basis of one of the following criteria:—

"1. The educational standard should be accepted if the school certificate has been obtained, but if some other standard has been reached, *e.g.*, in an intelligence test, the candidate should be allowed to try if she is keen, and physically fit.

"2. It would be helpful if schools had intelligence tests or examinations which all girls could take before leaving school, so that they could refer the hospital to the school for a basic level of their education.

"3. Another form of intelligence test could be arranged for older girls who had not taken the examination or test at school, and who wished to start nursing training later in life.

"Ten years ago at the London Hospital we began to use intelligence tests for all our candidates accepted in the preliminary training school, and we have continued to do so ever since and the records are quite illuminating. The test we use is Group 33 of the National Institute of Industrial Psychology, and no-one is eliminated on the result of the test, but records are kept. Candidates are divided into four groups:—A.—the highly intelligent girls; B.—the not quite so intelligent; C.—less than Group B.; D.—the least intelligent. We found that of Group A., 63 per cent. completed their training, of Group B., 60 per cent., of Group C., 47 per cent., and of Group D., 38 per cent. As a result we are of the opinion that the candidates in Group D. should not really be accepted for training. But intelligence tests are not an end in themselves; they are a standard to work on and are extremely interesting.

"I hope," concluded Miss Alexander, "that in the not too distant future a basic standard and intelligence test will be the rule, and I am sure that these will make selection easier and wastage will be considerably reduced."

A Cause of Wastage

Miss Holland then spoke and said how good it was to hear the Minister of Health quote at a previous meeting the numbers of State-registered nurses and the numbers of entrants for preliminary State examinations in 1938 and last year. "If we go back further we would realize that the shortage of nurses was not due to the fact that nursing was less popular, but quite the reverse, many more nurses were required. Health visiting and preventive nursing had greatly increased, and," continued Miss Holland, "we must also remember that there are many more channels now open to women, and therefore, there is more competition." Hospital training had so much to offer, but if candidates were just taken as 'another pair of hands' then the wastage would increase over 50 per cent. in the first year, but with wise selection this could be avoided. Were we really satisfied, she asked, that any nurse should be allowed to enter 16 times for her examination? "That is a fact," assured Miss Holland, after the incredulous exclamations had finished. "I admit the girl must have had a great interest in hospitals, and an immense 'stickability,' but with a selection test she could, doubtless, have been working on more suitable jobs in the hospital."

Miss Holland agreed with Miss Alexander in her explanation of what was wanted in a candidate: fitness, teachableness and enthusiasm as

SKILL AND ARITHMETIC

Manual dexterity and simple arithmetic are both of vital importance for the nurse who has to weigh, measure, and compute dosages with absolute accuracy

well as intelligence. In a recent report of a psychologist had been the phrase, "Slow learners make bad bets." A candidate should be sufficiently intelligent to learn her craft: this could be tested later, and should be of particular interest as it would mean the candidate was not selected on the result of the test. "She should also have a command of the English language," said Miss Holland, amid warm applause, "and I believe that tests other than essay-tests should be used. One giving very satisfactory results is the test in which the candidate has the choice of various words to fit into given sentences. Also we are often asked, 'Do we want simple arithmetic?' and we most certainly do." Miss Holland said that frequently girls would say, "I was never any good at 'maths.' at school," but the obvious reply was, "But surely you can calculate whether you get correct change when you go shopping, and can understand your own post office bank book?" Dexterity as well as visual co-ordination was needed in nursing, and skill could be tested. In addition, the girls should have the right personality with a sense of service. "Our American friends tell us they can even test personality to some extent," said the speaker, "but we feel we are not yet satisfied on this point. We are all agreed that a personal interview is a personality test in some measure, but even an experienced interviewer may sometimes need help. A 'hit and miss' variety of selection has been used so far and the best use is not being made of the candidates. At a time of critical need in our country," said Miss Holland, "tests were used to try to get the best possible man and woman power, by experiments on men and women in the Services. Experiments were begun by experts, and a survey of the work to be done was made; large numbers of people engaged in the work were tested to find out what would be best suited to serve as tests: the test was then tried out on some starting the work. A survey was made of the work they did and a careful correlation of the results was made on completion. Then the tests were set up and tried out on hundreds of people. In the Services, at the initial screening, there was a questionnaire to be filled in. One question dealt with the interests and hobbies, and medical men, psychologists and psychiatric experts all assisted. Various intelligence tests were done but non-verbal intelligence tests at this stage: there were simple verbal tests such as matching words. There were personal interviews with technical experts, including a psychologist for officers. Officers were tested differently—a battery of tests based on experiments were used, and great care was taken in the types of tests used. The general intelligence was already known, and sometimes the testing was done on individuals or on groups of people. Sometimes tests were given in which a supposed visiting group was to be entertained and the hosts had just three minutes in which to decide how to entertain their guests; yet another test was to supervize the carrying out of orders by a number of people; or individuals were asked to talk for 3—5 minutes, or in groups to have a discussion. "These tests," continued Miss Holland, "were carried out by psychologists and the results carefully correlated. But I would remind you that tests can only be judged by experts, as there are frequently several opinions. With regard to the nursing profession, I feel the time has arrived for the introduction of selection tests for all candidates, and I consider these tests should include intelligence, English, simple arithmetic, personality (by interview). "Mrs. MacKenzie recently threw out a challenge in one of her lectures to us," said the speaker. "She said, 'Progress means change, and those training nurses would do well to consider new methods of recruitment and training their candidates.' It would be good to hear from the audience of tests and the results which have been tried out by sister tutors," concluded Miss Holland.

Miss Gould then summed up the two speeches and the meeting was open for discussion.

DISCUSSION

Miss Howson, King's College Hospital, asked if some practical test could not be made when girls came up for interviews, and if they should not be shown round the hospital.

Miss Yule, University College Hospital, said that at her hospital tests had been used for some time, and it had been found that the girls falling into Group A. of intelligence tests did not always prove the most satisfactory.

Miss Alexander replied that she quite agreed; Group B produced the larger number of splendid sisters, Group C. a smaller number, but still very good sisters.

Facts and Figures

Miss Armstrong said that she had used the same intelligence tests for some years; she had used them first on student nurses admitted to the preliminary training school; after watching 50 students so tested till their three years' training was complete, the committee of management had agreed that tests should be used when candidates came for interview. All candidates that matron thought suitable for consideration, came to her for the test after matron had seen them. As far as possible candidates with a score below half marks were rejected. This figure was taken because on the first 50 tested, of those scoring over 50 per cent, 66.23 per cent. completed their training, and the majority of the failures were due to flat feet, or other medical reasons; of those scoring less than 50 per cent. only about 14 per cent. completed their training, and their slowness in learning held up the whole class. Those they took later with scores of less than 50 per cent. to keep up numbers, always showed a high wastage rate.

Another speaker asked if the sister tutor could not be of assistance in the first interview, and **Miss Alexander** agreed with this wholeheartedly, but said that the interview should be a separate one, and not included in the matron's interview, as this would possibly be a disadvantage to the candidate.

Miss Bocock asked if the suggestion of the test at the end of the girl's school career had been suggested to the Headmistresses' Association, **Miss Alexander** said nothing to her knowledge had been done, and it would really be a matter for the Ministry of Education, but it was urged from the floor that this suggestion might be of real value.

Miss Powell, Manchester, asked if, to try to prevent wastage at the end of the Preliminary training school period the Sister Tutor could not be consulted about the candidates.

Miss Alexander said the sister tutor's opinion was always taken regarding the placing of the nurses from the preliminary training school in the wards, but felt that matron's opinion should be allowed to over-ride it if certain particular circumstances arose.

Tutorials for the Backward

Miss McNaughton asked if it would be helpful if extra tutorials were given to the students in the lower groups of the intelligence tests. Miss Harris, London Hospital, said that the girls in group D were often very hard workers, and might get through the examinations, but she did not think special tutoring was a wise suggestion.

Miss Clare, Birmingham, felt that support for the lower groups might even get them through the State Registration examination, but this did not by any means mean they were suitable to take on senior and responsible posts, and surely that was what a State-registered nurse should mean. **Miss Taylor,** Guy's Hospital, said that at the Sister Tutors' Winter Conference, Miss Winter had mentioned experiments she was carrying out, including practical tests such as giving a candidate a basket of clean linen to sort and put away, and she wondered if any of those present had tried such tests.

Pre-Nursing Experiences

Miss Hamber, Harrogate, said she was teaching pre-nursing students who were up to school certificate standard, and was convinced that some were really good material and others would be of no use in the nursing world. She also taught anatomy and physiology and hygiene, in technical schools and the girls were most interested in the practical work and would undoubtedly turn out to be really practical people. It was hoped shortly, that night schools would be giving

(*Continued on page* 512)

Above : *Miss C. E. Bentley, Chairman of the Central Representative Council, and Mrs. Stocken, Secretary of the Student Nurses' Association, receive the guests. Miss T. Hargraves, of Oldham Royal Infirmary, arrives*

Above : *six members of the Central Representative Council draw in the cake with its 21 candles. Mrs. Bevan White (St. Stephen's Hospital, S.W.10), Miss J. Smith (Leicester Royal Infirmary), Miss E. Hiscock (St. Chad's, Birmingham), Miss P. Richards (Withington Hospital, Manchester), Miss W. Byers-Jones (Luton and Dunstable Hospital), Miss Smith (Penarth)*

COMING OF AGE

THE usual quiet dignity of the Royal College of Nursing was transformed on Tuesday evening : hundreds of student nurses from all parts of Great Britain in colours, soft and gay, bright and rich, thronged the Cowdray Hall, spread out on to the stairs and landing, dancing out even to the College doorsteps, as they celebrated their Association's 21st birthday. Lord Rushcliffe, assisted by Miss C. E. Bentley, chairman of the Central Representative Council of the Student Nurses Association, cut the cake made at the Manchester Royal Infirmary by a first year student nurse, Miss Ruth Martin, with contributions of fruit, eggs and sugar from all parts of the British Isles.

Above : *Lord Rushcliffe, assisted by Miss Bentley, cuts the cake. At the side is Miss Martin of Manchester Royal Infirmary, who made the cake : she was experienced in this work before beginning her nursing career*

Below : *Miss Cookson, of the David Lewis Northern Hospital, Liverpool, presents Mrs. Stocken with a radio set which, with a cheque, formed the Association's leaving present. Right : drinking the health of the Association. On the right is Miss Dreyer, Principal Matron, London County Council*

After the Service: The Archdeacon of Winchester talking to Miss G. V. Hillyers, O.B.E., President of the Royal College of Nursing, and Miss F. G. Goodall, O.B.E., General Secretary, outside St. Peter's Church

A Matter of Vocation

From the Royal College of Nursing Service and a London Hospital Ward

"AND Jesus told the servants to fill the pitchers with water and they filled them to the brim." The Archdeacon of Winchester, preaching at the service in the Church of St. Peter, Vere Street, London, spoke of the most famous marriage in history—famous because "the Mother of Jesus was there," famous because it was the occasion of Christ's first miracle. "Whatsoever he saith unto you, do it," said Mary, "and went back to the guest chamber." The servants not only filled the pitchers, but, sensing the power of Jesus, they filled them to the brim. The Archdeacon reminded his congregation that when a young boy or girl decided to join the army, to be a doctor or a nurse, it was not merely a question of their choosing, but of God choosing for them—it was a matter of vocation. The College prayer, which his father had written for the members many years ago, emphasized this aspect of nursing and asked, for all, that the spirit of vocation should be strengthened so that they might give of their best to the service to which they had been called, that their patience and gentleness and unselfishness should be deepened for the benefit of those they served.

He asked us to give of our service, however humble our tasks might be, with the enthusiasm of the servants who carried out Jesus's orders, not merely filling the pitchers—but filling them to the brim, so that our ardour never waned and our thoroughness never grew less. He reminded us that men and women in search of material things—comfort, prosperity and power—tend to lose their faith in God and—later—to lose faith in human nature. Men had now lost faith in science and the one hope for the world to-day—the stark necessity for world security and peace—was a return to faith in God.

"Lastly," said the Archdeacon, "through you so much happiness and comfort has come to the world, through your care man's body has been healed and his spirit refreshed. He puts it down to his strong constitution. It is really due to the devoted service that he has had while he is sick."

The same idea rang through the service which was broadcast from the Royal Free Hospital on Sunday at which Miss E. Cockayne preached the sermon. She pointed out how invaluable was the spiritual help which came from religious faith in the hospital ward and how all who worked amongst the sick found their difficulties eased and their burdens lightened if they had learnt to ask Christ to help them whenever and wherever they needed His support.

TO BE OR NOT TO BE—*(Continued from page 510)*

courses for possible nurses, among girls who were already working during the day, and she felt the students should greatly benefit by the sound training they hoped to give.

Miss Stevenson, an industrial nurse, asked about Miss Alexander's figures in the intelligence grouping, and Miss Harris, Miss Alexander and Miss Armstrong gave fuller details of these results, showing that they could be used to reduce the wastage rate considerably.

Miss Yule said that at University College Hospital, of the few students they had from pre-nursing courses they had found them poor in their knowledge of anatomy and physiology.

A speaker from Harrow said that she had found the technical college students were more confident, but their attitude to nursing was wrong, and, having passed the first part of their preliminary State examinations, they felt rather superior to the ordinary nurse, training in the ordinary way. "But," said the speaker, "as they had had a 3-hour lecture daily on hygiene alone for a whole year, I suppose their knowledge should be superior." It was, however, of little practical use to them in their ward work; it had not the right angle. **Miss Clare,** of Birmingham, said she had also had experience of pre-nursing course students, and found some very good indeed, and others very different, and felt it depended largely on where they were taught, but that pre-nursing courses needed much consideration.

Miss Collingwood, Royal Free Hospital, said she had found students from pre-nursing courses who did not know their anatomy, physiology or hygiene satisfactorily. **Miss McNaughton,** Scotland, said the meeting had discussed selection tests but so far no mention had been made of the question of vocation. Did this sense rise from the contact with the patient and not in the very early part of the nurse's training?

Interest and Ideals

Miss Alexander felt that the vocational part of the girl's make-up was very hard to assess, but if the girl was really interested in her fellow men, vocational ideals usually followed. "I am afraid I rather dislike a "sloppy" attitude and discourage it at interviews, but I am sure that the interest in human beings, and the desire to work in hospital, will produce the right vocational spirit."

A speaker from Manchester said that of 10 students having a 2 years pre-nursing course at evening schools, 7 finished the course, but only one took the State examination.

Another speaker asked if youth was in any way linked up with the wastage. **Miss Alexander** said that youth was undoubtedly linked up with the wastage of candidates, and said she felt that 20-22 years of age were much the best for beginning nursing training.

The chairman in summing up, said that four points had stood out in the most interesting afternoon conference:—1. not to make examinations the criterion of acceptance; 2. intelligence and other tests should have a place in the selection of candidates; 3. it would help if an accurate personality test could be evolved; 4. consultation with the sister tutor is helpful before a candidate is finally accepted.

A vote of thanks was proposed by **Miss Clarke,** who said the subject discussed was of interest to them all, and as in housing, the real thing was wanted, and not any form of "pre-fabrication"; **Miss J. M. James** seconded the vote of thanks.

The Scottish Health Plan

MR. G. H. HENDERSON, C.B., Secretary of the Department of Health for Scotland, speaking at the Edinburgh City Business Club, described the National Health Scheme as "a service which will put this country far ahead of any other country in the world organization for health." Discussing proposals in the English Bill—substantially covering the Scottish ground—Mr. Henderson said that at present more than half the population depended on private arrangements for their personal family doctor, and that the panel scheme did not cover the self-employed, however poor, but was dependent on insurance qualification. "The first and foremost aim of the new service," declared Mr. Henderson, "is to bring within the reach of everyone a complete health service, available without financial worry. The next aim is to reorganize hospital services so that the best use can be made of the available resources and to give the greatest possible scope to the development of modern technique. There will be throughout full freedom and opportunity for professional skill. Whatever the organization there must be no unskilled interference with free professional craftsmanship. Public organization provides the apparatus—professional experts and technicians will be left free to do the job." The cost of providing treatment would be met by compulsory insurance, rates and taxes; it would not drop like manna from heaven. But the public would not pay at the time it needed treatment nor in proportion to the amount of treatment required. These are points which nurses should remember. As long as the public is to pay, directly or indirectly for service and the authorities are prepared to give professional men and women a free hand in their work, then many difficulties can be overcome.

A FAMILY AFFAIR

A Conference of the Public Health Section, Royal College of Nursing

"THE Pioneer Health Centre is what its name implies; something rather different from what the Government will give you under the new Health Service. Those are polyclinics which treat disease, and it is difficult to picture the family in relation to that kind of health centre," said Dr. G. Scott Williamson, Medical Director of the Pioneer Health Centre, Peckham, addressing a conference on "The Family Unit in the Community" held by the Public Health Section of the Royal College of Nursing after their Annual General Meeting in the Cowdray Hall on June 19.

Dr. Scott Williamson explained how he and his colleagues, studying health and endeavouring to discover the relation of the family to the community as a whole, found that rats, living under optimum conditions and allowed to organize their own society were difficult to infect with epidemic diseases. If, however, a bunch of males were segregated in a separate part of the colony, they became, apparently as a result of this social interference, susceptible to illness, and on returning spread infection throughout the colony.

The next step was the observation of human beings. As they could not put these into cages they offered the use of a club house and a periodic medical overhaul in exchange for being under observation. "The first venture was a failure from one angle," declared Dr. Scott Williamson. "We were studying health and so, when we discovered something wrong with people we sent them to the medical services to be put right. But they relapsed again because we returned them to the same environments in which they had got the disease. We had to create one in which they could *keep* fit."

Chaos to Community

As health implied growth it was necessary to work with the family for this represented two stages; senescence, manifested in the individual, and juvenescence, manifested in the family which was the growing point of the human stock. In order to obtain a sample of all types in the family, it was necessary to take a vertical cross section of society through all wage levels. The club aimed at a membership of 2,000 families within a radius which could be traversed by a woman pushing a pram or a toddler walking by itself. The walls of the club were of glass, so that the observers could see into every room. There were no rules or regulations, no teachers or policemen. Members could do what they liked with what they liked. The result, for the first nine months was pandemonium! Then chaos disappeared. Every member had discovered what he or she wanted to do. The next step was to find *how* to do things. By the end of the year the club was a hive of activity and whole families made use of the place.

"Meanwhile," said Dr. Scott Williamson, "we went on looking for health." Every member was examined once a year and young children much more frequently. People were told what was *right* with them, and, as a result, when they found anything wrong, became anxious to put that right also." From discussing healthy pregnancy discussion on pre-pregnancy arose and this led to regular overhauls to keep would-be parents fit.

Any boy or girl over fifteen could introduce a girl or boy friend into the club as long as the parents approved. Within the club, which was a cross section of society, young people had a much wider opportunity of selection in the mating process, and doctors were able to study this power of selection in operation. They reached the conclusion that people get married in order to get a home of their own. The primary consideration was that they should be together in building a home. There was a tendency nowadays to confuse the word "house with "home." The latter term was much wider and bounded by society not by bricks and mortar.

Young couples back from their honeymoon tended to break away from their old circle and move out in the company of other young married couples. People who had been married many years found a fresh interest in their homes when all the family had joined the centre. There was "always something to talk about" and it was fun to go home and talk things over. Contacts with other families were made through children and the mixing power of shared skill. "We are going, ultimately, to create a community," said Dr. Scott Williamson.

Though time was limited the audience asked many questions of Dr. Scott Williamson. They wanted to know whether anything was done to help members who were unemployed; what the subscription was; how the Centre stood in relation to the new Health Service; whether there was another centre being started at Coventry; whether people who did not take the treatment recommended them were permitted to remain at the Centre; how the Centre dealt with "undesirable families"; how members were encouraged to join; whether the club "held" the ordinary adolescent for long, and what was the incidence of epidemics in the club. To which Dr. Scott Williamson replied that

Right: Dr. G. Scott Williamson, M.C., M.D., Medical Director of the Pioneer Health Centre, Peckham, speaking at the Conference on the "Peckham Experiment." Below: some of his audience

(*a*) the unemployment problem was easily solved, as, if one member was out of work, it was usually possible to introduce him to someone there who could find him a job; (*b*) the subscription, one shilling per week per family, irrespective of size—wage earners over 16 were asked to pay a small sum for their activities, for example, 3d. for a swim; (*c*) with regard to the new Health Service, Dr. Scott Williamson understood that Mr. Bevan would give any borough which cared to experiment along similar lines, his blessing! Dr. Barlow was planning a similar centre at Coventry but was faced with many difficulties, as the building plans for the new Coventry allowed for segregation of people in wage levels. Therefore, he was planning to build 2,000 houses with their own centre and farm. Of "treatment" Dr. Scott Williamson said "We merely tell people if something is wrong with them, we don't give them advice unless they want it. But the effect usually is that if you don't act as a doctor, you do act as a doctor! They know that several things are *right* and are usually anxious to get what is wrong put right also.

Very few families were really "undesirable," for the club did not deal with the "social problem" groups, neither "the scum that rises to the top nor the dregs that sink to the bottom," but with the ordinary middle groups. If any one was dirty they were told so! But it rarely happened. The club certainly held its adolescents, they stayed on and on and came back after marriage. Though at first it was difficult to make them believe that their parents would not "interfere," they were surprised when they found their parents interested in their own concerns! The incidence of epidemic infection was less than that in 'buses and class rooms, and, as they could insist on examining anyone whenever they liked, it was easy to detect signs of illness.

The younger children were usually the recruiting agents for the club. They came and saw the place and when they learned they could only join as a member of a family, they usually brought the family along! There was a night nursery where babies could sleep in cots or prams, and a trained children's nurse to look after the very young children.

Miss Doran, proposing a vote of thanks to Dr. Scott Williamson, said she thought it would be a good idea for some of the Public Health workers to live in the Peckham Health Centre for three months; it would be a real inspiration to them.

REPORTING PROGRESS—The Annual General Meeting of the Sister Tutor Section, Royal College of Nursing

THE Sister Tutor Section of the Royal College of Nursing held its annual meeting on Saturday, June 22. **Miss F. Taylor**, from the chair congratulated Miss G. V. Hillyers on her election to the presidency of the College. She was the second ex-sister tutor to hold this position.

Replying, **Miss Hillyers** said that the great value of the trained nurse had been underlined by Miss Udell of UNRRA at the professional conference of the Royal College of Nursing on the previous day ; how great then was the value of the sister tutor and the ward sister who trained those nurses. In the early days hospitals were apt to look a little askance at the idea of having sister tutors ; now they were in great demand everywhere, and the value of their work fully appreciated by both matron and ward sister. Their Section was an integral part of the College and the role they played in the nursing profession not merely academic ; they stood for real wisdom and nursing sense, for a high standard in the ethics and practice of nursing ; they were not concerned with simply pushing candidates through their State examinations, they were concerned with making fine nurses.

Miss Taylor then read apologies from sister tutors who were unable to be present including Miss Houghton, senior sister tutor, University College Hospital, who was visiting hospitals in the United States and Canada, with Mrs. Jackson, matron of the hospital.

For Sister Tutor Students

Mrs. Stocken, secretary, then read the minutes of the last annual general meeting. **Miss Taylor** said that the Section had held three meetings since the Winter Conference. It had formed a sub-committee with the Education Department to consider the position of sister tutor students visiting hospitals for practical work, the result of which had been increased co-operation between the College and Battersea Polytechnic which would give sister tutor students better facilities. The Section had representation on the Nursing Reconstruction Committee of the College, the Professional Association Committee, the Advisory Board on Nursing Education, the Library Sub-Committee and the Branches Standing Committee. Miss Taylor, who sits on the Rushcliffe Committee, spoke of the latest revision of salaries ; some of the new scales had already been published; others were under consideration and would appear shortly. As half the increments were payable retrospectively from January 1, they would, she hoped, be very useful for holidays. The Council had a Liaison Committee with the British Medical Association and Miss Taylor represented the Section on this. There had been meetings on National Health Insurance and on the general training of the nurse; both subjects had been thoroughly discussed ; there would be more meetings shortly. There were also ten Section representatives on the viewing panel of the Scientific Film Association.

"Blank Week" Abolished

The Section, said Miss Taylor, had approached the General Nursing Council, with a request that examinations should take three weeks only, eliminating the "blank week" between the theoretical and practical examinations ; this had been granted. Now that examinations were being held three times a year, the Section had requested that arrangements should be known for a year ahead ; they were awaiting the reply of the General Nursing Council.

The Spring Conference had been held at Leeds, with the co-operation of the Sister Tutor Section within the Yorkshire Branch at Leeds, at Leeds General Infirmary, by kind invitation of Miss Burbury. The subject had been "Pre-Nursing Education and Examinations." The principal speakers were Mrs. Masters, headmistress of St. George Grammar School, Bristol ; Miss Merritt of the Pre-Training School for Nurses, Dundee ; and Miss Wakelin, senior sister tutor, St. James' Hospital, Leeds. The conference was followed by a pleasant visit to Harrogate Spa.

The Sections within the Branches had been consulted, and had given their views on a number of vital subjects, including test examinations, the selection of candidates, the revision of the Constitution of the Section and the presence of observers at oral examinations. Membership now stood at 848 (applause).

The Cowdray Scholarship

Miss Taylor outlined the number of valuable courses now held by the Education Department of the College. The Cowdray Scholarship, she announced, had been awarded this year to Miss Rosamond Hone, a trainee of St. Thomas's Hospital, and at present a ward sister, to take the Sister Tutor Course next year. It had been decided to increase the value of this scholarship and to award one each year instead of three in two years. The value of the scholarship was now £200 instead of £135. Miss Taylor congratulated the candidates who had been awarded Hospital Saving Association scholarships to take the Sister Tutor Course. Miss Taylor concluded by reminding members that the Section was always ready with help and advice on professional problems and by thanking them all for her election to College Council.

Miss Pavey read the treasurer's report dealing with the Section's private fund which started with £120 1s. 6d. Various sums had been spent to help nurses to take the Sister Tutor Course and for a travelling bursary. The Fund now stood at £2 7s. 9d. A question for discussion among Section members would be whether the Section wanted to have a private fund, for what purposes it should be spent and how it could be augmented. Miss Pavey hoped that it would be possible to send a member to the International Conference.

Miss Barrett read the report dealing with the "higher finance" of the Section. Subscriptions amounted to £24 10s. ; Donations £1 ; Roll Fees £5 12s. 6d., Sunday Receipts 1s. 2d. a total of £31 3s. 8d. for 1945 as compared with £33 5s. for 1944. Votes of thanks to Miss Pavey and Miss Barrett were carried and it was moved and carried that Miss Barrett should be asked to continue as honorary auditor for the current year.

Election Results

Mrs. Stocken then read the result of the election of the Central Sectional Committee and honorary officers, as follows : Miss M. Houghton, 191 votes ; Miss V. C. Whiter, 156 ; Miss L. E. Snelson, 138 ; Miss M. L. Wenger, 122 ; and Miss M. I. Otway, 120. Seven hundred and fifty voting papers were sent out, and two hundred and sixty-six returned.

A new course for the Diploma in Nursing at Birmingham University was announced for which there are still vacancies for September.

Representatives of the Sections within the Branches then read their reports which showed the Section as a very live organisation in all parts of the country. **Miss Warren** of Birmingham said that the chairman of her Section, Miss Carr, went with a nutrition unit to Hanover in March. **Miss Aster** of Brighton described the inter-hospital anatomy competitions and how stimulating the student nurses found them. **Miss Biddell** of Sheffield said that her Section was planning a conference with school science mistresses to discuss pre-nursing education. Professional lectures on modern medical practices had been heard by most sections and the questions of pre-nursing education, selection tests and the presence of observers at oral examinations had been widely discussed. Many representatives thanked Mrs. Stocken, who is retiring from her position as secretary to the Section, on behalf of their Sections, and expressed great regret at losing her.

A Constitutional Change

Mrs. Stocken asked members to send suggestions for the Winter Conference to the Central Sectional Committee as soon as possible. She announced an alteration in the Constitution of Section Committees within the Branches as follows:—

Section members shall have the power to form a Section Committee within a Branch, consisting of 6 and not more than 12 members. In the event of there being insufficient Section Members in a Branch to form such a Committee, individual Section Members may be attached to the Section Committee of a Branch within suitable distance.

All members must be actually engaged in teaching. Four members shall form a quorum.

The chairman, **Miss Taylor,** in her final remarks, said that the loss of Mrs. Stocken, who had been with the Section for seven years, struck a sad note at this year's general meeting. She paid tribute to her work and her wonderful powers of organization, which had meant so much to the Section. The Central Sectional Committee would miss her very much, and wished her every happiness and all good luck.

Miss Collingwood then moved a vote of thanks to the chairman for all her work during a full and difficult year, and for giving up so much of her scant leisure time to help the Section and its members.

Appointments

DURSLEY, Miss E. M., S.R.N., S.C.M., matron, Hempstead House, E.M.S. Base Hosp. and Institution, Hemel Hempstead.
Trained at City Lodge Hosp., Cardiff. Ward sister, Adelina Patti Hosp., Swansea Valley. Ward sister, General Hosp., Bridgwater. Administrative sister, Royal Bucks Hosp., Aylesbury. Home and housekeeping sister and assistant matron, County Hosp., Farnham.

SELMES, Miss W. M. L., S.R.N., Diploma in Nursing, London University, sister tutor Certificate, nursing officer, Public Health Department, Manchester.
Trained at the London Hospital, E.1. Ward sister, St. James' Hosp., Balham. Assistant matron and sister tutor, City General Hosp., Leicester. Sister tutor, Park Hosp., Davyhulme, Manchester. Senior sister tutor, Lancashire County Council. Inspector of training schools for the assistant nurse, General Nursing Council. Senior sister tutor, Withington Hosp., Manchester.

TARRATT, Miss E. M., S.R.N., first warden Preliminary Training School, Brookfield.
Trained at Leicester Royal Infirmary. Theatre charge nurse, children's ward sister, ward sister, matron/commandant, British Red Cross Society Convalescent Home for Service Women.
Miss Tarratt is honorary secretary of the Leicester Branch of the Royal College of Nursing.

Woman's International Work

—A Conference on "The participation of women in the work of the United Nations' Organization," by the Ward and Departmental Sisters' Groups, Royal College of Nursing

THE ward and departmental sisters were, indeed, fortunate in securing Kenneth Younger, Esq., M.P., Parliamentary Private Secretary to the Minister of State for Foreign Affairs, to be their speaker for their afternoon conference on June 18, and to have Miss Nancy Stewart Parnell, B.A., as their Chairman.

Miss Parnell, opening the meeting, said that as United Nations' Association Regional Officer for the London area, she was trying to interest eight and a quarter million people in the work of the United Nations' Organization, and, therefore, welcomed the opportunity to come to the meeting and assist in putting the work of the organization before the audience assembled. "I would like to stress the importance of its work by a personal incident which took place over 10 years ago, when I went to Manchester for the first time to work. Wandering round the streets, I suddenly came upon an old graveyard in a slummy area, neglected and almost sinister, being unconnected with any church and having no care bestowed upon it. I enquired about it, and was told that it was where the cholera victims had been buried about 70 years before." Miss Parnell investigated further, and found that most of our ports had similar burial grounds, and discovered that, as the sailing ships gave place to the quicker steam service, so the germs of cholera were brought into our country by greater numbers of people, and epidemics were constantly breaking out.

Co-Operation Against Cholera

Each nation concerned tried to cope with these epidemics and failed; and so, in 1852, those who had failed alone, decided to co-operate and have an international conference of doctors, scientists and port authorities; and together they drew up a scheme which they put before the various Governments concerned. In each case the scheme was turned down either because one Government felt they dare not use their taxpayers' money for things affecting other countries, or it was felt that an international scheme might mean foreigners interfering in their affairs; others thought it was something new and unfamiliar. Time and again cholera took great toll of the people and still the governments would not agree to the international scheme, until, in 1891, the death roll was so high that the governments had to give in, and an International Conference was formed at Dresden in 1893; no epidemic of cholera has occurred since the recommendations of this Conference began to function. "Surely," said Miss Parnell, "we can overcome the ravages of war and famine internationally by a United Nations' Organization such as has been set up?" She then welcomed Mr. Kenneth Younger, M.P., "who already has done much for U.N.O."

Mr. Younger said he was glad to come to talk of U.N.O., though he felt he had personally so far only played a small part in the U.N.O. conferences. Whilst the conference had been a great success he felt that everyone present at them had been very conscious that if U.N.O. was to continue to be successful it could no longer be an affair of diplomats and governments, but of all the peoples, and all those in any position of responsibility should give it a backing; the Royal College of Nursing members could give it invaluable support.

For Absolute Equality

"I confess to a certain misgiving when discussing this subject from a feminist point of view," went on Mr. Younger, "because, if too much emphasis is put on women's part, it gives the impression that the women's part is quite a separate part, and this is not so. It is important that women come in on a par with men. Women's activities must not be limited to feminine affairs only, but in the whole set-up, the posts of delegates, secretariat, etcetera, must be filled by intelligent people, and, therefore, must obviously include many able women, especially as we are gradually getting nearer to equality of the sexes." The speaker went on to say that absolute equality had not yet been reached, but U.N.O. had the equality of the sexes enshrined in its Charter. The Charter also set out the rights of the small as well as the large nations, and also the fundamental rights of all persons both male and female. "In Article 8 of the Charter, U.N.O. places no restrictions on male and female positions," continued Mr. Younger, "so at the very outset it takes full account of women on the same footing as men, and this was discussed at the first assembly." Mrs. Roosevelt brought this up in the form of an "open letter" at the first meeting and was strongly supported by the women present and many of the men, who considered the fine work done by women during the war, both on war work and in the various underground liberation movements, more than justified it.

Above: *Mr. Kenneth Younger, M.P., Parliamentary Private Secretary to the Minister of State for Foreign Affairs, talking to Miss F. G. Goodall, O.B.E., General Secretary, Royal College of Nursing, at the Ward and Departmental Sisters' Luncheon which followed the conference*

There were only 17 women delegates of 11 nations at the meeting in London, and it was felt that to women would largely fall the responsibility of raising the standard of life and also the training of the young; they must, therefore, play a part in international affairs. "No dissentient voice was raised against Mrs. Roosevelt's letter," said Mr. Younger, "though one person said that, though no one objected, it was felt they just did not dare to challenge the fact." Equality in U.N.O. was one thing, equality throughout the world was another and very difficult to attain, but U.N.O. had already given a most important post to a woman, that of Senior Officer to deal with all secretarial personnel, to which they had appointed Miss Smeaton, and a very responsible post it was, entailing the getting together of an international secretarial staff. But the ensuring of the proper status of women throughout the world was a much more difficult problem.

U.N.O. and The Press

Owing to shortage of space the Press had not been able to give U.N.O. the publicity it deserved, and therefore, the general public had got rather a poor view of its activities. It should be remembered that such an organization must have the following two aspects:—(1) some mechanism to assist in keeping peace in the world by creating conditions which would make wars impossible, by investigating those things which cause war and stopping the possibility of conflicts at the very root; and (2) an organization which had the means of dealing with bandit nations. The Security Council of U.N.O. dealt largely with this second aspect, and was, therefore, of a more dramatic nature and got more interest from the Press as a result. "Unfortunately, when diplomats disagree it is considered 'news,'" said Mr. Younger, "but when they agree, then it isn't."

The United Nations' Organization must have organs to create peace, and the most important were: a Social and Economic Council, and a Trusteeship Council. "The latter we cannot discuss fully," continued Mr. Younger, "but suffice to say it is intended to guard the rights of dependent peoples and backward nations. All nations responsible for colonies agree to pool their information for the benefit of all." This, said Mr. Younger, would be a factor in the maintenance of peace, since wars had so often originated in the scramble for backward nations to exploit. The scope of the Economic and Social Council was of staggering breadth as it was responsible for co-ordinating social and economic measures on an international scale. The main points in its programme would be as follows:—

1. *The production and distribution of foods in order to raise the standard of life.*—Large majorities of people, especially in the East, were small farmers, and frequently famines were due to their lack of knowledge and markets.

2. *Conditions of labour.*—The Council would strive to ensure the proper standards of labour for all types of workers. Means of transport would also come under this heading, "and we are learning to-day," said Mr. Younger, "of the results of lack of communications in some countries. One of U.N.O.'s present jobs is to assist in this sphere, as stagnation quickly follows breakdown in transport, and U.N.O. is

assisting at present, though only in a small way."

3. *Human rights.*—This, said Mr. Younger, was a vague term, interpreted differently in different places. Old customs and religions, all have their effect on various peoples and there was much to be done; in fact, there was practically no limit to the things which could be brought in under this heading of human rights.

There were already other organizations beginning much of this work, but U.N.O. must be the focal point of their energies; new commissions must be set up to discuss conditions and should be made up of experts rather than government officials. Where machinery was already set up then there would be no duplication, but special agencies would be set up to work with them. "There is a very great field for these special agencies," went on the speaker, "some can be taken from the League of Nations, and there is the important International Labour Office; others have grown up since the end of the war just over a year ago, for example, the Commission on Food and Agriculture."

Three Priorities

Purely private or voluntary organizations could only be brought in in an advisory capacity. Women's problems had so far only arisen in the U.N.O. Commission on human rights, and there was a sub-commission on the status of women. "This is not the first time this has come up for international discussion," said Mr. Younger, "for the status of women was first put on the agenda of the League of Nations in 1935, and in 1937, experts were put on to the problem of making a survey of the subject with those countries with western civilization." This survey made quite plain the complexity of the task of ascertaining women's rights in all countries of the world. Women's status was bad enough in modern, advanced countries, but far worse in Eastern countries because of tradition, customs and religion. Also not nearly all the countries replied to the questionnaire which had been sent out and nothing like an accurate picture could be drawn. But it was again begun in February this year and there were, undoubtedly, three priorities:—(1) research was imperative; (2) women's educational rights must be investigated; (3) women's political rights must be emphasized.

Women Under the Nazis

"It is a striking thing that as the Nazi movement began in 1933, women lost a great deal of their equality and, with their loss, human rights as a whole decreased," Mr. Younger continued, "and it is, therefore, essential that women should play a great part in world affairs, and their work should not be kept separate, but they should assume their equal status and thus help to raise the human race."

Unfortunately, there was very little time left for discussion, but **Miss Bland,** of Darlington Memorial Hospital and **Miss Burley,** of the Isolation Hospital, Plymouth, voiced the feelings of the entire meeting in their sincere appreciation of the contribution of Mr. Younger and Miss Parnell to their conference.

The American Way—

Report on a Visit to the Nurse Testing Division Psychological Corporation of New York

By Miss M. HOUGHTON, S.R.N., S.C.M., Sister Tutor Certificate, Diploma in Nursing, University of London

THE Psychological Corporation of New York began its work in 1921 with the aim of applying psychology to the problems of education and of industry; it is therefore comparable with the National Institute of Industrial Psychology in England. There are at present five specialized divisions: The Consulting, Industrial, Market Survey, Test Publishing and Nurse Testing Divisions. This last division carries out the services for the schools of nursing, the testing of applicants before admission to training schools, and the study of student nurses' records for the purpose of predicting their probable success in their profession. The reports on the testing of applicants is sent to the director of the school of nursing concerned, who decides on the acceptance of the individual and also may, if she feels it desirable, discuss the test results with the candidate. No applicant is accepted for the test unless she is referred to the Testing Division by a school of nursing, but if the school is willing to consider her for admission then she can be tested whatever her scholastic attainments.

Central Testing

In January, 1946, 346 schools of nursing were making use of the Testing Service and centres are now located in 41 States. The testing centres and dates are arranged so that no candidate has to wait an unduly long time, and no candidate has to travel a great distance. In the neighbourhood of New York City the testing is carried out by officers from the Psychological Corporation, in other localities they are carried out by a psychologist but all the scoring and making out of reports is done in the New York office. The cost of the test is borne by the individual candidate, but the Division have found no unwillingness on the part of the candidates to pay the 25 shilling fee. The testing takes about six-and-a-half hours, allowing rest and lunch intervals, and groups of applicants are tested at one time. The testing consists of a "battery" of varied tests which can be classified in the following way:—

1. **Scholastic aptitude or intelligence tests.**—The first part of this test measures word knowledge, and the ability to select synonyms and antonyms for a number of words selected from non-technical terms in nursing and science text books. The second part of this test measures the candidate's ability to think in terms of numbers, and consists of 56 simple arithmetical sums. The first part of the test is timed to allow all but the slowest to complete all items; the second part is definitely a speed test and few will complete all the answers. The two scores are combined to give the total aptitude test.

2. **Scientific information test.**—This test is designed to sample the scientific knowledge of the applicant and is based on facts which might have been learnt in a science course or from general reading. It is planned to give an indication of the potential nursing student's scientific background and her probable success in the more scientific subjects of the nursing course.

3. **Reading comprehension test.**—This test measures the candidate's ability to read and comprehend material comparable to the textbooks she will use during the nursing course. The Testing Division states that studies of all forms of education show that reading ability has a very real effect on a student's achievement, and that the follow-up has shown that the test results correlate very well with the student's performance in the school of nursing. The timing of this test is sufficient to allow all but the very slowest to complete it.

4. **Arithmetical processes and reasoning test.**—The two sections of this test are concerned with skill in using correct methods of computation such as are required in the calculation of percentage solutions and fractional doses of drugs, and with the ability to reason out arithmetical problems when the required data for solution of the problems is given. If these scores are low and the candidate's aptitude score is good, she can be advised to study decimals and fractions and to improve her skill with practice.

5. **General information test.**—This test score is only regarded as significant if it is very different from the aptitude score; for example, if the aptitude score is low, but the general information score is high, it may indicate either an unusually good cultural home background or an ability to make the best use of rather mediocre intelligence.

6. **Mechanical comprehension test.**—This is a very interesting test. A set of 60 problems in the form of pictures is given. They are designed to measure the student's ability to understand simple physical and mechanical factors. The chief use of this test is to discover if the applicant is likely to have any special difficulty in understanding explanations and demonstrations of practical procedures. The Director of the Testing Division stated that no satisfactory practical test of skill and dexterity had yet been devised.

7. **The personality inventory.**—This consists of a questionnaire of 125 items intended to indicate certain personality qualities, emotional stability, self-sufficiency, extroversion and dominance. It is suggested that the test should be performed quickly and that only very high or very low ratings should be considered significant. For example, a very high rating in the "self-sufficiency" questions indicates willingness to trust one's own judgment, and to maintain sustained effort with very little encouragement, but an extreme rating might indicate possible difficulty in accepting suggestions or conforming to regulations, while a low score might indicate a tendency to seek advice unduly and to demand constant encouragement with a possibility of over-dependence on other people.

Not "The Whole Picture"

The school of nursing is sent the scores and a report on the applicant, with the advice that the scholastic total should be considered as one important factor in deciding whether to accept or reject a candidate and that the other tests should be regarded as evidence of what the candidate has already learnt and as descriptive of the candidate. It is also stated that each school should decide its own level below which the potential student could not be expected to complete the course satisfactorily, and that the testing should be considered as an addition to and not as a substitute for other data learnt from the personal interview, or from references and medical examination. As far as the writer's experience goes at present, the nursing schools using the testing service find it very valuable, but fully agree that in itself, it should not be considered as giving the whole picture of the applicant's suitability.

**Miss Houghton, senior sister tutor, University College Hospital, was sent by the Hospital Management Board, with Mrs. E. O. Jackson, matron, to visit leading schools of nursing in the United States and Canada* (*See "Nursing Times" of June 8, page* 431)

THE BRANCHES STANDING COMMITTEE MEETS

THE National Council of Nurses, and the admission to membership of the Royal College of Nursing of nurses on all parts of the Registers, were the two chief subjects for discussion at the Branches Standing Committee held in London, with **Miss L. G. Duff Grant,** in the chair, on June 21. In each case representatives agreed to send the resolutions to Council with requests, in the case of the National Council, for a clear statement on the exact position of the Royal College of Nursing and of the National Council and, in the case of widening membership of the College, for advice.

The National Council of Nurses

The representative from Brechin spoke on her Branch's resolution, that to ensure co-operation and unity in the nursing profession the National Council be asked to use the existing machinery of the College for the solution of problems relating to the trained nurse in Britain. Twenty-two Branches had supported the resolution and Liverpool Branch joined the two who had written opposing it. **Miss H. Dey, C.B.E., R.R.C.,** Council Member, obtained the chairman's permission to speak. She regretted that any misapprehension had arisen and was sure the opposition was due to misunderstanding. Dame Ellen Musson's work for the unity, integrity and welfare of the nursing profession was well-known; for years she had worked hard as honorary treasurer of the College. Surely, as she was president of the National Council, and the Council was so constituted that it represented all nurses' organizations in the country, all could be assured that the National Council's revival meant nothing disruptive. **Miss D. M. Smith, O.B.E.,** Council Member, added her support, saying that College members had been largely responsible for making the National Council function in a live way.

The Paisley Branch representative spoke on that Branch's resolution, which asked for a lucid explanation and assurances that the College had not been mislead, that its rights would not be sacrificed, its identity would be upheld, that it would be given proportionate representation and that its delegates or deputies would attend all meetings. The representative from Newcastle said that her Branch could not see why the National Council should take over educational and professional work which the College had done well: it should rather cover international and social affairs and become part of the College.

Miss G. V. Hillyers, O.B.E., President of the College, asked for serious thought, vision and courage to give the help the National Council needed so badly, and at Miss Duff Grant's suggestion the matter was referred to Council for elucidation.

Membership

The discussion on membership centred on resolutions from the Edinburgh and Southampton Branches, asking that nurses on all parts of the Registers be admitted, and on a resolution from Darlington asking, as well, that enrolled assistant nurses be admitted and the status of the student nurse be considered. Opinions of the Branches varied. Some thought that strength lay in the good will, broad interests and numerical strength of a wide membership; others that it lay in remaining true to the original Charter and long term aims of the College (and, incidentally, the General Nursing Council) which sought that every nurse should be general trained. **Miss Goodall, O.B.E.,** General Secretary, spoke of the danger of losing the Charter, and pointed out the many advantages offered through affiliation and obtained by the Association of Sick Children's Hospital Nurses and the Society of Registered Male Nurses. **Miss Gibson** put in a word for nurses on the List, and **Miss Dey** spoke of the College as being already very powerful. At **Miss Anderson's** proposal the matter was referred to Council.

School for Sister Tutors

Representatives agreed to the London Branch's suggestion, in reply to the Newport Branch's request for a reminder to nominate candidates for Council at the correct time, that it be given at the appropriate Branches Standing Committee meeting. The resolution from Redruth Branch put forward the claim of the small training school for sister tutors, and members agreed to refer it to the Sister Tutor Section.

Miss Christie, Branches Secretary, read the result of the election of representatives for the Selection of Resolutions Sub-Committee of the Branches Standing Committee as follows:—*Scotland*: Miss C. B. Guthrie, Aberdeen; *Northern Area*: Miss Brinnand, Bradford; *Midland Area*: Miss Nelson, Northampton; *Western Area*: Miss H. Williams, Swansea; *Eastern Area*: Miss E. Grieves, Ipswich, was elected after a tie with Miss Cawthorne, Brighton. The chairman of Council, the general secretary, the chairman and secretary of the Branches Standing Committee would also be members. The Sub-Committee would meet about the second week in September.

Industrial Nursing Points

High lights among the many interesting matters in the reports given during the morning were: the area organizers had attended an abundance of conferences, study days and recruitment drives, helped at headquarters and visited, by invitation, nursing sisters in the military hospitals in their areas to advise on resettlement in civil life. **Miss Mann,** Industrial Area Organizer, spoke of endeavours to get a chief nursing officer at the Ministry of Fuel and Power and of the request for a lecture on industrial nursing by the Queen's Institute of District Nursing in the syllabus of the district nurse.

The Education Department had been inspected by representatives of the University of London and General Nursing Council and approved for five years for teaching those taking the University's examination for the sister tutor certificate. After January 1, the industrial nurses' course would revert to the pre-war length of six months. Plans were afoot for a three months' instructive course for ward sisters.

The meeting welcomed **Miss F. G. Goodall** back from America and **Miss B. M. B. Houghton,** deputy secretary, gave the report of the Professional Association Department. She spoke of many and varied activities concerning: the title Christian Science nurse; the Old People's Welfare Committee; the Nurses' Act, 1943, and the private nurses' salary; National Insurance and special points concerning the private nurse, industrial injuries, particularly nurses who contracted tuberculosis; superannuation and joint action with the Queen's Institute and the College of Midwives; the Rushcliffe Committee and more revised salary scales.

From Scotland

Good news from the Scottish Board included the fact that the University of Edinburgh had decided to award a certificate for sister tutors: a committee representing the Faculty of Medicine and the Scottish Board was being set up. Education Officers and teachers were asking nurses to go to the schools to speak on nursing. There was the possibility of an evening course on parentcraft and a midwife-teachers' course in co-operation with the College of Midwives.

The last three months had seen the stepping up of activity in Northern Ireland with a part-time industrial nursing course, a refresher course, an exhibition, and increasing contacts with the newly formed Ministry of Health.

The Sister Tutor Section now had 848 members; the Student Nurses' Association had 12,588 members and 366 units. All functions were oversubscribed and the Association had made history by sending a deputation to the Ministry of Health to discuss the method of awarding allowances to Service women starting nurse training. **Miss Duff Grant** paid tribute to **Mrs. Stocken** on her resignation and spoke of the success of her hard work during the last difficult years. The Public Health Section had increased membership by 151, and now totalled 4,725 members. **Miss K. F. Armstrong,** Editor of the *Nursing Times*, spoke of continued shortage of paper for supplying all the news and all the would-be subscribers. She also reminded Branch representatives of the lasting value of the booklets containing the lectures given by Mrs. Mackenzie to ward sisters and sister tutors.

Male Nurses Make Plans

THE competition, held by the Society of Registered Male Nurses, for the best list of titles suitable to all grades of male staff equivalent to female nurses would remain open until June 20. **Mr. A. J. Sayer,** secretary, announcing this at the monthly meeting held in the Royal College of Nursing on May 29, said that entries had been few.

Mr. E. J. Glavin, said that he had formed a Student Nurses' Unit of the Society at Friern Hospital, N.11. Fourteen members were already enrolled, the membership would shortly be increased. He proposed that the branch should be called the Male Student Nurses Association, Friern Hospital Unit.

Mr. Walker, a member from Nottingham, proposed that the Executive Committee be asked to approach the Minister of Health, requesting that men training as male tutors should receive a grant for their wives and children similar to that allotted by the Ministry of Education, to school teachers in training. The proposal was carried.

Mr. Glavin felt that male student nurses in London County Council mental hospitals were not encouraged to take the State examination, and proposed that a letter be sent to the Mental Health Committee of the London County Council asking that the advantages of State-registration be pointed out to student nurse candidates in their mental hospitals. Also that the Society should write to the Minister of Health asking for clarification of the position regarding the training concessions to ex-Servicemen who had had nursing experience in the Forces. Both proposals were carried.

Dealing with the subject of male nurses in the mining industry **Mr. Sayer** reported that he had been in touch with the Chief Medical Officer of the Ministry of Fuel and Power. The Ministry was prepared to consider applications from male nurses, not merely for first-aid parties but in the treatment departments. Applicants would need to have their industrial nursing certificate. Members agreed that Mr. D. T. Lewis should get in touch with the Miners Federation of Great Britain.

There was much discussion on the recently published recommendations of the Nurses Salaries Committee (Notes No. 11). Members also discussed plans for a special dinner, to be held in connection with next year's annual general meeting, in order to celebrate the tenth anniversary of the founding of the Society, and elected a sub-committee, consisting of Mr. D. T. Lewis, Mr. E. J. Glavin, and Mr. J. C. Heath, to make arrangements.

THE COMMITTEE STAGE

LAST week we saw the proceedings of the 18th day of the Standing Committee C of the National Health Service Bill. An amendment was moved by **Mr. Hopkin Morris** which would have had the effect of putting into the hands of the High Court powers relating to disqualification of practitioners. **Mr. Linstead** felt that too little attention had been paid to the change which the Bill would make in the internal discipline of the professions affected by it. He felt that the High Court, which is already the tribunal on the professional side, should be the tribunal for the purposes of this Bill. **Mr. Somerville Hastings** disagreed. The aim was to provide the best possible National Health Service and personnel was most important. The people who were concerned in the interests of the public must appoint and decide on retention of personnel. It was not the province of the High Court to determine whether an individual was fit to remain a member of the service. As a member of the medical profession he felt satisfied that those who were employed would be covered against any possibility of injustice or victimization. The amendment was defeated.

Clauses in the Bill relating to power of the Minister where services were inadequate, recovery of charges in respect of certain appliances and dental treatment, exercise of choice of medical practitioner, etcetera, in certain cases, and arrangements for use of health centres by practitioners, were agreed to.

Nurses' Refresher Courses ?

In the discussion on the clause on provision of refresher courses for medical and dental practitioners, there was a move from several quarters to include other health workers, and from **Mr. Hastings** to include mental and other nurses but **Mr. Bevan** said there was nothing to stop them going into hospital now and it was agreed that the clause in the Bill should stand.

Regarding payments to Regional Hospital Boards, Boards of Governors, Executive Councils and other bodies, **Sir H. Lucas-Tooth** felt that Clause 54 was so framed as to leave open the policy to be pursued by the Minister. In what way did the Government intend to assess the amounts which would be provided for the block grant ? A general overall basis was desirable and the greatest possible latitude should be given to the boards dealing with the funds under their control. He enquired whether the payment was to cover expenditure by the Board for the particular year or whether the amount would be paid irrespective of whether it fitted precisely the expenditure for a particular year ? If a Board could carry forward any surplus left at the end of the year it would be an inducement to make a reasonable saving and to economize in its administration. **Mr. Key** said that the hospital management committee would provide to the Regional Boards an estimate of expected expenditure during the coming 12 months. From information obtained from each committee the Regional Board would know how much would be needed for the Service in its area for the coming year. This would be subject to the approval of the Minister. It was desired that the Regional Boards and hospital management committees should have considerable latitude. **Mr. Key** assured **Mr. Linstead** that endowment moneys were considered in the nature of pocket money and could be spent freely without budgeting.

Mr. Key assured **Mr. Linstead** that the Minister did not contemplate refusing money because certain funds were at a Regional Board's disposal which could be used instead. The clause was ordered to stand part of the Bill.

An amendment to Clause 57 sought to modify the powers of the Minister in superceding any of the bodies set up if they defaulted. **Mr. Bevan** said in practice such powers would not be exercised summarily.

Mr. Willink asked for assurance that there was no desire to acquire nursing home accomodation which had been set up under private initiative. **Mr. Bevan** assured him that no Minister of Health with a health service worth defending would try to prevent the growth of institutional forms of treatment and other forms of therapy which might establish themselves.

In April, 1948

In reply to **Mr. Lipson, Mr. Bevan** pointed out that the financial difficulties into which the hospitals were getting was not a result of the present proposals. He hoped that voluntary hospitals would continue to be supported from private sources until the State accepted responsibility. It was proposed to launch the new service not later than April, 1948.

An amendment to Clause 62, qualifications, remuneration and conditions of services of officers, sought to omit the "qualifications" but was defeated. In reply to **Mr. Reid,** who felt that technical matters should not be taken out of the hands of the proper professional bodies, **Mr. Bevan** said there were some qualifications which would have to be prescribed. It would be unreasonable to employ anyone merely because he had a medical qualification.

Mr. Lipson moved a further amendment to prevent the Minister regulating the salaries of officers, not only in the Regional Boards and Executive Council but also in the case of local authorities. He said, "the Askwith Agreement controlled the salaries of medical officers, the National Joint Council for Local Authorities administrative, professional, technical and clerical services, governs salaries and conditions of staff receiving a basic salary of less than £700 a year. The Joint Hospital Staffs Committee controls another section of staff, and the National Joint Council for staff of hospitals and allied institutions controls domestic staff in hospitals." Therefore the necessary machinery already existed.

For More Uniformity

Mr. Linstead said that as Vice-Chairman of the Joint Negotiation Committee of the Hospitals Staffs, he disagreed entirely—the technical hospital staffs were most anxious that they should not be absorbed into the massive machinery of the remainder of the local authority staffs. He hoped the Minister would resist the amendment and would be able to separate the heterogenous staffs covered by wage agreement. **Mr. Bevan** said that it was undesirable that health workers performing the same work should be paid differently in different parts of the country. One way to provide a good atmosphere was to give opportunity of easy transfer with superannuation benefits, from local health service to a National Health Service and from the National Health Service to the local health service. This would give workers a better chance of promotion and provide more mobility and justice. The amendment was negatived.

In reply to **Mr. Collins,** who asked if voluntary nursing associations which have maternity and nursing homes will be taken over by the Regional Authority, which would affect training, **Mr. Bevan** said that the training functions would be carried over with them.

Coming Events

Kingston County Hospital, Kingston-on-Thames.—The annual reunion of the Nurses' League will be held on Saturday, July 27, at 3 p.m. All past members of the nursing staff are cordially invited.

Royal Institute of Public Health and Hygiene.—The Harben Lectures for 1946 will be on "The Chemotherapy of Tuberculosis—including the Use of Streptomycin," by Dr. W. H. Feldman, D.V.M., M.S., D.Sc., of the Mayo Foundation, the University of Minnesota, U.S.A. The lectures will be given in the Lecture Hall of the Institute, at 28, Portland Place, W.1. The programme is as follows :—

Monday, July 15, at **3 p.m.** : "The Basic Considerations of Chemotherapy in Tuberculosis." Chairman : Sir Arthur S. MacNalty, K.C.B., M.A., M.D., F.R.C.P., F.R.C.S., D.P.H. **Tuesday, July 16, at 3 p.m.** : "An Evaluation of the Efficacy in Tuberculosis of Sulphonamides, Sulphones and certain other Substances." Chairman : J. Browning Alexander, Esq., M.D., F.R.C.P. **Wednesday, July 17, at 3 p.m.** : "The Effect on Tuberculosis of Antagonistic Substances of Microbial Origin, with particular reference to Streptomycin." Chairman : Colonel The Right Hon. Walter Elliot, M.C., F.R.S., F.R.C.P. (President of the Institute).

Accommodation is provided for members and students of the medical profession and others who are interested in health problems, and intimation from those intending to be present would be appreciated.

Southend-on-Sea General Hospital.—Prize day will be on August 10, at 3.15 p.m., when the Right Honourable the Countess of Radnor will present the awards. All past nurses are welcome. R.S.V.P. to Matron.

St. Helier Hospital, Carshalton, Surrey.—On St. Helier Day, July 16, there will be a service in the Chapel at 3.30 p.m., followed by tea in Ferguson House. Though not an open day this year, it is hoped that old student nurses will make an effort to be present.

St. Leonard's Hospital, Nuttall Street, N.1.—The nurses' reunion will be held on Wednesday July 31, at 3 p.m. Matron will be pleased to welcome past members of the nursing staff. The Bishop of Stepney will present prizes and certificates.

St. Mary, Islington, Hospital, Highgate Hill, N.19.—The nurses' annual reunion and prize-giving will be held on Thursday, July 18, at 2.45 p.m. All past members of the nursing staff are cordially invited. R.S.V.P. to Matron.

The British Social Hygiene Council.—There will be a summer school in Social Biology at Wadham College, Oxford, from August 1 to August 15. Among lecturers are Professor W. Cullis, C.B.E., M.A., D.Sc., Dr. F. Sherwood Taylor, M.A., Ph.D., and Miss U. M. Cormack, B.A. Fees for the school are £13 13s. 0d. plus £1 1s. 0d. enrolment fee (not returnable). All applications and further enquiries should be addressed to : The British Social Hygiene Council, Tavistock House North, Tavistock Square, London, W.C.1.

The Housing Centre.—The ninth general meeting will be held on Thursday, July 4, at 4 p.m., at 13, Suffolk Street, Haymarket, S.W.1. Professor Sir Patrick Abercrombie, M.A., F.R.I.B.A., will take the chair and Colonel F. H. Budden, M.C., M.Inst.C.E., Joint Secretary, New Towns Committee, will speak on "New Towns."

The Miller General Hospital, S.E.10.—The presentation of medals and prizes to the nursing staff will be held on July 17, at 4.15 p.m. Matron invites all "Miller" nurses and former members of the staff.

Welcome Home!—

The Opening Ceremony at the Elderly Nurses National Home, Bournemouth

WEDNESDAY, June 26, was indeed a red letter day at the Elderly Nurses National Home, Bournemouth, for it was the day Lord Nuffield, G.B.E., M.A., D.C.L., came and formally declared the Home open; a day looked forward to for many months by staff and residents alike, and one which they will remember for many a year to come.

Great preparations had been made to have everything perfect, for the Viscount is held in high esteem, and certainly their efforts were vastly successful for everything was "just right" and went with a swing; even the weather-clerk decided to be benign for this one afternoon, a tremendous concession in one of the dullest, wettest Junes for years. The attractive building was made gay with flags and bunting, and the gardens were as lovely as only English gardens can be in June. Roses in all their beauty and Mrs. Simpkin's pinks gave off their fragrance, and marigolds, sweet williams, lupins and delphiniums made a fine setting for the large marquee which had been erected on the front lawn. The Bournemouth Military Band, under their conductor, E. L. Green, Esq., gave a delightful background of happy music well played, which added greatly to the general enjoyment.

Viscount Nuffield, who was accompanied by Lady Nuffield, was received by the Countess of Malmesbury. C.B.E., President of the Home, His Worship the Mayor of Bournemouth, Councillor R. H. Old, J.P., W. S. Richardson, Esq., M.D., F.R.C.S., Chairman of the Committee of Management and Miss L. E. Petre, S.R.N., S.C.M., R.F.N., Matron. After the President had introduced the Assistant Matron and Home Sister and members of the Committee, Viscount Nuffield proceeded to the marquee where a warm welcome awaited him from a large crowd of friends and visitors.

Wanted—£30,000

Lady Malmesbury spoke first and welcomed all the visitors to the opening ceremony. The speaker then went on to give a rough sketch of the finances of the home, and appealed for generous support for this most deserving piece of work. "The Home costs roughly £2,800 a year to run," said Lady Malmesbury, "and of this we get generally about £2,000 by donations, subscriptions, interest, and from the nurses donations, which leaves us to find £800 every year. And I want to stress here how much the nurses living in Homes do to help to raise this money. They work hard for their annual sale and equally hard for their flag day, and more than deserve our support to aid their efforts. To put this home on a really secure foundation we want to raise £30,000, which at 3 per cent. would bring us in £900 per year. In addition, we would like to make another £9,000 to build a sick bay, and we have got almost the first thousand pounds of this amount already. We made a private Easter appeal through the *Nursing Times* a few years ago and made £21. Last year the figure rose to £64, but this year, owing to the generosity of the *Nursing Times* in giving us greater publicity and making a special appeal we have received over £236, and amounts are still coming in." Lady Malmesbury then went on to say if only the public could be made aware of the facts, she felt they would respond most generously to the appeal.

Lord Nuffield's Appeal

Lord Nuffield was then asked to speak and he was given a very heart-warming reception. "It gives me great pleasure to come here this afternoon," began Lord Nuffield, "and I feel sure you will all appreciate the difficulties I have been facing this last seven years, and but for those difficulties I would have been here long before this. I wish everyone could be made to realize what we are trying to do for nurses," he continued, "for there is no profession which works harder for the good of mankind than the nursing profession. The kindliness given to the patient by the nurse is, I am sure we all realize, the most important thing in times of illness, and I am sure if we all appreciate what nurses have done and are doing for us in their active years, we would be glad to assist in making their latter years happy and secure. I do sincerely hope the money we are appealing for will be forthcoming, and I am certain if the matter is put before the public in the proper way they will respond with their usual generosity." Lord Nuffield then formerly declared the Home open.

The Chaplain of the Home, the Reverend W. Stedmond, vicar of Holdenhurst, then offered prayers and the hymn "All things are thine" was sung by the audience.

Many Thanks

The Chairman of Committee, Dr. W. S. Richardson, then proposed a vote of thanks to Lord Nuffield for coming to the ceremony, and gave a brief outline of the scheme since it was started in 1929, and explained that it was due to Lord Nuffield's generous gift of £10,000 that the building of the two wings of flatlets had been possible. "Our waiting list now runs into three figures" continued Dr. Richardson, "and almost every day we have applications for vacancies, so the need for similar homes in other parts of the country is more than obvious. I would ask Lord Nuffield to accept the sincere thanks of the resident nurses, staff and committee, for his great kindness in coming here to-day" concluded the speaker amid warm applause.

above: *After declaring the Elderly Nurses Home open at Bournemouth, Lord Nuffield unlocks the front door. With him are Lady Nuffield, The Countess of Malmesbury, and the Mayor of Bournemouth (Councillor Robert Old, J.P.), extreme left (By courtesy of The Bournemouth Daily Echo)*

The Mayor of Bournemouth then rose and added his thanks on behalf of his town to Lord Nuffield for his personal visit. "We have all been touched not only by the princely gifts Lord Nuffield has made to this country and the Empire, but by the spirit and discrimination with which they are made" continued the speaker amid applause. Councillor Old then went on to propose the vote of thanks to Lady Malmesbury, "the best servant Bournemouth has ever had," he concluded warmly.

Lady Malmesbury then asked Lord Nuffield to unlock the door of the Home and everyone left the marquee to watch this ceremony. The party then entered the home, and if Lord Nuffield was held in high esteem by the residents and staff before, and we know he was, then he has now won the sincerest affection from them all by his kindness and sympathy when he with Lady Nuffield personally met each of the resident nurses, and visited those who were bedfast. He made 36 firm friends in the nursing profession last Wednesday afternoon.

Yes, it certainly was a day to be remembered, and I am now glad to be given permission to mention a name which so far has not been allowed to be brought in, that is the name of the Pioneer, the nurse who first thought of the idea of the Homes and who has worked indefatigably for it ever since she thought of it, Miss F. Thompson of Bournemouth. Readers will remember in our Easter Appeal this year, we told how this nurse met others of her profession in real need and how she set about getting friends and colleagues to begin the scheme in a small way, but never permitted her name to be mentioned. I am glad Miss Thompson has at last been persuaded to allow her name to come before the public, for this grand scheme for nurses was thought of by a nurse, and we feel should be supported by all nurses; Miss Thompson must have been thrilled last week to see "her" scheme come to such rich fruition, on what must have been largely "her day." M.W.A.

Films in Brief

From This Day Forward

Here we get Mark Stevens again with Joan Fontaine as partner, in a rather muddled story of the struggle for jobs and the greater struggle of keeping them. The acting is good, but the picture is —Well, just another movie!

The Dark Corner

Revolvers, beatings up, a murder and the thrusting of a man backwards out of a sky scraper window are the high spots of this picture! It is all very well done. The principals are Lucille Ball, Clifton Webb, Mark Stevens and an old friend William Bendix.

The Strange Love of Martha Ivers

This is an exciting story: a young girl murders her aunt in the prologue, the sinister shadow of the crime is cast over the lives of four people—two finding happiness and the other two death. The cast includes Barbara Stanwyck, Van Heflin, Lizabeth Scott and Kirk Douglas.

Beware of Pity

This is a sad film and points a moral. The partly paralysed girl is buoyed up by hope of a cure by friends and relatives, saying all the right things to be kind; there is no such cure and the end is tragedy. The acting is excellent and restrained, featuring Lilli Palmer, Albert Lieven, Cedric Hardwicke and Gladys Cooper. A very good film.

Correspondence

Happy and Efficient

There appeared in the *Nursing Times* of June 8th an excellent leader, "The Nursing Course, Providing Much Food for Thought." Every nurse should read this carefully, and consider the pros and cons concerning the two years' training, which has been advocated in some quarters. Should the question ever arise, are we willing to co-operate with this training? We should be ready with our answers. There must be many of us trained years ago, who realized the value of the wider basic training. Although taking four years, this will, without doubt, produce a well trained nurse, who has been given a good foundation on which to build by experience. Surely this will be of great benefit to our patients. The two years' training might attract more girls to the profession, but are we in such a plight that we are to accept more recruits at all costs, and without due regard to the "finished article"? The *Nursing Times* quite rightly states that longer training might deter girls who are not really anxious to nurse. Ward sisters in countless hospitals, have been given much anxiety by these student nurses. They are square pegs in round holes, and they prove a source of constant worry to the sister, when she knows that they are not carrying out their duties conscientiously. We are dealing with human lives, and it is always the patients who suffer. Is it not therefore, better to provide a training which attracts the right type of girls, even if they are fewer in number, rather than a training which attracts more, many of whom are unsuitable to become nurses.

The shortage of nurses is a serious problem. Salaries are now good, conditions are improved, and the promised training is attractive, but, still there are not enough nurses. In a film, the title of which I think was "In which We Serve," Noel Coward said words to the effect that a happy ship is an efficient ship. Does not this apply very truly to hospitals? Fifteen to twenty years ago, girls would put up with anything to become nurses. Youth of to-day is different. If we are ever to have enough nurses, it is as essential to ensure the happiness of the staff in every hospital as it is to pay good salaries. Until we have the discipline necessary in every hospital, tempered with tolerance, and until we have our senior hospital posts, filled by kind, understanding, just women, willing to give even the most junior nurse a square deal, we shall never have enough student nurses. To cut the training period will not solve the recruitment problem. There are some hospitals even to-day with enough student nurses, and a waiting list, probably they can offer a happy training.

The *Nursing Times*, as well as continually keeping before us the need to consider the patient, and plan our work to give only what is best for him, also from time to time publishes articles and lectures, advocating that the administrative staff and ward sisters should *understand* the student nurses—would that more people would follow the advice of the *Nursing Times*.

S.R.N., S.C.M.,
HOSPITAL TRAINER.

The Assistant Nurse and Domiciliary Nursing

Much is being said, has been said, and will continue to be said about the assistant nurse and her sphere of work, and we face the pertinent and pressing question: "Is there a place for her in the Home Nursing Service, which will come into being under the National Health Service Bill?" If, as it would appear, a 24-hour service is to be made available for all persons insured under this Bill it is obvious that the assistant nurse will be needed to no small extent, until such time as many more State-registered nurses come forward for district training, and to a lesser extent, always, for shall we be justified in using highly trained personnel for much of the work that we may be called upon to undertake, particularly in the field of the care of the aged and the chronic sick?

We talk of an acute shortage of nurses, but is the problem not wider than this, and is it not a case of an acute shortage of young folk, opposed to an increasing number of the aged and ageing, with the expectation of life still advancing? Nowhere in the Bill (apart from increased old age pensions) is the care of old people mentioned, yet surely this is a problem of the future even more than of the present. Unless the nation plans for adequate care of the old, particularly the frail and chronic sick group, in suitable homes or settlements, many are going to be in need of domiciliary care which will include some skilled nursing in many cases. The man, or rather woman power needed will be great in any case, but proportionately greater if the old people remain scattered in their own homes, or, as so often happens, with relations or in lodgings.

And so we come back to the question of the assistant nurse and the domiciliary nursing service, and it seems obvious that this service must be planned to include her: having accepted this, it is time to consider who is to be responsible for her enrolment and supervision for district nursing.

There is at present only one nation-wide district nursing service, carrying out a uniform (or standardized) training and inspection. This is the Queen's Institute, and it is much hoped that the Institute will continue to be the central authority in the new service, in the matter of training, enrolment and supervision. From its inception the Queen's Institute has aimed at giving the public a service of trained nurses, but this has never been 100 per cent. possible for two main reasons. (I would here stress that all Queen's Nurses *are* State-registered nurses, as this does not even now seem to be generally known.)

The first of these reasons is that there has never been a sufficient number of trained nurses coming forward for district training, and the second is an economic one. Up to the present time district nursing has been a voluntary service (almost entirely as far as the general nursing is concerned), and in many of the rural areas district nursing associations could not find a sufficient income to support a Queen's nurse; so, to meet the needs of these areas, the village-nurse-midwife was trained, and has done much excellent work. As the years have passed, enlightened people have realized more and more that district nursing is an extremely responsible work requiring the most fully qualified people, and particularly is this so in those remote and sparsely populated districts where a wide area has to be covered, and wastage of personnal and overlapping is avoided by the appointment of one fully qualified worker to undertake all branches of the public health work.

Now that the service is to become a national responsibility, and the economic strain transferred from local district nursing associations, it is hoped that the fully qualified public health nurse will be chosen to take on the responsibility of combined work in the rural areas, but in the towns there will be a wide field of work for the assistant nurse.

The question now is, "Does she need a special training for domiciliary nursing, following her two years' hospital training?" Personally, I think not, provided that she is attached to a nursing association and works under direct supervision, and that she receives an adequate course of instruction by the trained personnel with whom she will be working. Her enrolment and supervision should be on a uniform basis throughout the country, as in the case of the trained personnel, for she is as likely to move from one town to another, and in this way a uniform standard is more likely to be maintained and she herself will have a greater sense of security in her work. Her appointment also should be made through the same channels as that of the other domiciliary nursing staff, for in this way only shall we get true co-operation.

D. G.

Princess Tsahai Memorial Hospital

May I draw your kind attention to the fact that the Mayor of Bethnal Green has granted a Flag Day on behalf of the Princess Tsahai Memorial Hospital, on Saturday July 6? This is the first Flag Day granted in the London Area to the Memorial Hospital, and we are eager to make a great success of it. We make a very earnest appeal for flag sellers. We are arranging two Depots where the flag sellers may assemble and get their supply of flags: The Bethnal Green Town Hall, Cambridge Heath Road, E.2, and Toynbee Hall, 28, Commercial Road, Stepney, E.1. We hope to supply light refreshments to the flag sellers, and we shall be grateful for gifts towards this effort.

I am glad to announce that the Building Contract for the Princess Tsahai Memorial Hospital is due for completion on August 25. The Council is now arranging for the interior equipment to be purchased in this country.

Sir Patrick Abercrombie, the great architect and Town Planner, who inspected the Memorial Hospital in Addis Abbaba in April, writes: "It will be a very good hospital. The roof is supported by a brilliant piece of timber construction. The additional parts of the building, when I saw it, were at foundation level, and everything seemed to be going ahead rapidly and efficiently. It is a splendid site, and the building will be a first rate hospital, worthy of its memorial and future object."

E. SYLVIA PANKHURST,
3, Charteris Road, Honorary Secretary.
Woodford Green, Essex.

NAMES, PLEASE!

We have received an interesting letter this week from "Student Nurses" which we would very much like to publish, as they ask the very pertinent question, "Is it worth while training?" and explain that assistant nurses in their training hospital are doing staff nurses' work and enjoying the privileges of State-registered nurses. If the writers will send their names and address (all of which will be treated with the strictest confidence), then we shall publish their letter in full, anonymously. This is a subject needing careful thought, and we hope the nurses will comply with our request which is one of the rules of our Journal.

PRESENTATIONS

Doctor R. Swindells, medical superintendent, New End Hospital, retires on August 8. Matron will be pleased to accept contributions towards a farewell gift from former members of the nursing staff.

✦ ✦ ✦

Miss M. E. Williams, who has been matron of Retford and District Hospital for close on 33 years, is retiring shortly. The Committee are asking for donations for a testimonial to her, and are confident that Retford will show its appreciation of her long and loyal service to the people of the district.

Royal College of Nursing News

Membership form may be obtained from the Secretary, Royal College of Nursing, 1a, Henrietta Place, Cavendish Square, W.1., or from local Branch Secretaries

NOTICE TO SECRETARIES OF BRANCHES

Area Organizers' Annual Leave

Will Branch Secretaries please note that Miss Adams (Western Area Organizer), will be on vacation and, therefore, absent from Bristol, from July 12 to August 12. During this period Miss Warren (Midland Area Organizer), 47, York Road, Edgbaston, Birmingham, 16, Tel.: Edgbaston 1884, will be on call for matters of *urgency*. Miss Montgomery (Northern Area Organizer), will be on vacation from August 1 to September 1, when Miss Warren will undertake any urgent duties up to August 12. From that date Miss Adams, 20, Ravenswood Road, Bristol, 6, Tel.: Bristol 35397, will undertake both Miss Montgomery's and Miss Warren's duties. Miss Warren will be on holiday from August 12 until September 12.

Public Health Section

Public Health Section within the London Branch.—A general meeting will be held on Tuesday, July 9, at 7 p.m., at the Royal College of Nursing.

Branch Reports

Isle of Wight Branch.—A meeting was held on June 15, at the Literary Lecture Hall, Quay Street, Newport. The speaker was Dr. J. Peskitt, M.A., M.B., who gave a very enlightening talk on The Proposed National Health Service. The next meeting will be on Saturday, July 20, at 3 p.m., at the College of Nursing Holiday Home, Bonchurch, Ventnor.

London Branch.—Thirty-one members spent a gay and carefree afternoon on Saturday at Miss Fletcher's cottage in Hertfordshire. Sun and flowers, salad and fruit, and Miss Fletcher herself combined to give everyone a day to remember.

Preston and District Branch.—On July 12, at 6.30 p.m., at the Preston Royal Infirmary, a talk will be given by Miss C. Bright, S.R.N., on "The Use of Ultra-Violet Light in the Treatment of Disease." There will be a visit to Biddulph, Lancashire County Council Hospital (Orthopaedic), shortly. The number who can be accepted is limited to about 30; will members please send their names at once to Miss Lafferty, Municipal Building, Preston, who is making arrangements. Details of time of departure, etcetera, will be notified to those whose names are received, very shortly.

Wigan Branch.—A meeting will be held on Wednesday, July 10, at 7.30 p.m., at the Royal Infirmary, Wigan.

York and Ainstey Branch.—A general meeting will be held on Monday, July 8, to receive a report of the annual meetings, make final arrangements for the picnic to Byland, and further arrangements for a winter syllabus.

NURSES' APPEAL FOR NURSES

Nation's Fund for Nurses

We would like to send our thanks this week especially to all those who contributed to the collection taken on June 20 at the Royal College of Nursing's Annual Meeting Service, held in the Church of St. Peter, Vere Street.

We are so very grateful for this help for our sick and elderly nurses, and also for that which comes to us so regularly every year from the Offertory Fund of Salisbury Cathedral.

Donations for Week ending June 29, 1946

	£	s.	d.
Collection taken at St. Peter's Church, Vere Street, at the Annual General Meeting Service ...	14	16	4
Miss A. J. Stone		10	0
The Dean and Chapter of Salisbury Cathedral ...		15	1
Miss S. J. Robinson (in memory of Annie S. Godfrey)	1	1	0
Miss M. M. McLucas	1	0	0
Total ...	**£18**	**2**	**5**
Total to date	**£10,633**	**19**	**5**

We also thank Miss M. Whiteman for again sending us a parcel of stamps.

E. N. PRICE, Secretary, Nurses' Appeal Committee, Royal College of Nursing, 1a, Henrietta Place, Cavendish Square, London, W.1.

Sanatoria for Children

By Natalia Efros

CARE for the health and education of the growing generation is regarded as a paramount task by the Soviet Government. The crêches, kindergartens and homes maintained by the Health and Education Commissariats, and by various enterprises and institutions have been expanding from year to year. Far from retarding this development the war has given an added spur to it. The war, which tore fathers away from their families, confronted many mothers with the necessity of going to work, and orphaned thousands of children, created a greater need for boarding schools and children's homes.

Among the numerous children's institutions set up in Moscow during the war were the "daytime sanatoria." Before the war Moscow had only one of these for school-children. To-day one exists in every district of the capital, and they cater for children up to the age of 15.

No Fees

There are three types of daytime sanatoria: the crêche, the kindergarten and the school-children's sanatoria. They all admit children whose health was undermined by disease, war privations or other causes. All children are accommodated completely free of charge and the sanatoria are in charge of children's medical institutions. As a rule children spend two months there but if in need of further care they may be left there for three, four, five or even six months.

While their principal task is care for the health of children, for their physical condition, these sanatoria at the same time conduct educational work and every sanatorium has a teacher on its staff.

I visited a daytime sanatoria of all three types. In the crêche sanatorium in Moscow's Zhelezhodorozhny district I found 60 youngsters from one to four years old. They stayed there for 12 hours a day. A combined sanatorium for children of pre-school and school age maintained by Polyclinic No. 9 in the Soviet district and a sanatorium for school-children functioning under the supervision of the Children's Polyclinic No. 10 in the Kirov district, accommodate 75 children each. Ages range from 5 to 8 and from 7 to 14 respectively. Children of pre-school age spend nine hours, and schoolchildren—six hours in these institutions. In view of the fact that Moscow's schools have classes in two shifts, morning and afternoon, the sanatoria for schoolchildren have adapted their schedule accordingly.

A strictly observed regime calls for a daily medical examination, long walks in the park, sleep in the fresh air, fixed hours for meals, games and study. Specialized medical assistance is available.

Link with Home and School

All the children in sanatoria visited by me have been gaining weight. From medical reports I learned that 451 of 461 children who passed through the sanatorium of Polyclinic No. 10 gained on an average, 5 lbs. in weight, and 458 improved their blood count by 5 per cent. The sanatoria maintain close contact with the children's families and schools. Children in one sanatorium have a literary circle and publish their own wall newspaper. Special attention is paid to the children's homework and tutoring is provided. Called into being during the war, daytime sanatoria are playing an important part in child health protection.

PRIZE-WINNING ESSAYS

The Selection Committee of the National Council of Hygiene announces that the prize-winners of the "Lord" Memorial Essay Competition on "What are the Essential Personal Qualities Required for Success in Mental Nursing," are as follows: First prize (£3 3s. and a medal) :—Leonard S. Heal, Esq., Staff nurse, Herrison Hospital, Dorchester. Second prize (£1 1s.) :—Charles Fee, Esq., staff nurse, The Coppice Hospital, Nottingham. Forty-five essays were submitted. Particulars of the 1946 competition will be announced in due course.

Out Patient Time-Tables

King Edward's Hospital Fund for London have issued a revised edition of their Out-Patient Time-table for London Hospitals. All doctors in the Metropolitan Police District are receiving copies, and a considerable number are being sent to infant welfare and other health societies. This time-table helps patients and their doctors to prevent the waste of time which sometimes results from attending hospitals at the wrong hour, or even on the wrong day. A limited number of copies are obtainable free of charge from Messrs. Geo. Barber & Sons, Ltd., 23, Furnival Street, E.C.4.

We are glad to see an increasing number of London hospitals are adopting the appointments system in their out-patient departments. It is obviously impossible to have no waiting at all but a well organized system of appointments should put a limit on the length of wait.

AIR MINISTRY ANNOUNCEMENT

The Air Ministry announce that the Treasury has issued instructions concerning the return, not later than August 1, 1946, of established civil servants who were released during the war for employment with the nursing services. Civil servants released from Air Ministry outstation establishments should forward immediately to the Air Ministry (S.5(g)) their names and addresses; the address of the Air Ministry outstation at which they were employed; the grade in which they were employed and the date of release for employment with the Nursing Services.

MINISTRY OF HEALTH ANNOUNCEMENT

It is announced that the Government Lymph Establishment at Colindale Avenue, N.W.9, will now be discontinued, and lymph required for public vaccination against smallpox will be produced by the Lister Institute of Preventive Medicine and distributed by various laboratories all over the country. Circular 103/46 (England), issued by the Ministry gives the full list of these laboratories. It stresses that "any untoward results following the use of a lympth, *e.g.*, the occurrence of generalized vaccinia, local sepsis, acute nervous symptoms, etcetera, should be at once reported to the issuing laboratory."

Miss Goodrich, R.R.C. and Bar, Matron-in-Chief, Q.A.R.N.N.S., who presented the awards on Badge Day at Preston Royal Infirmary, congratulates Miss I. Wild, gold medallist, and (extreme left) Miss M. Heane, silver medallist. On the right is Miss N. Livesey, matron →

[*By Courtesy of the Lancashire Daily Post*

News in Brief

Cave Dweller to Student Nurse!

"A SUCCESSFUL and impressive pageant" was the verdict of "Nursing Through the Ages," given at the Royal West Sussex Hospital recently. The Earl and Countess of Bessborough were present.

A New Committee

THE newly-formed Central Advisory Water Committee—which will advise the Ministry of Health and other Government departments on major questions of water policy—is composed of members with a special knowledge of problems connected with the conservation and use of water from the standpoint of the various interests concerned.

New Consultant Appointment

DR. S. W. LIGGETT, of Tandragee, County Armagh, Eire, and recently demobilized from the R.A.F., has been appointed consultant obstetrician and gynaecologist for the districts of Blackburn, Blackburn Rural Area, Darwen, Church, Oswaldtwistle, Great Harwood, Rishton and Clayton-le-Moors.

Reading in the News

THE nursing exhibition held recently in Reading was well attended, and much interest aroused. Miss C. N. Alexander, Matron of the London Hospital, was the guest speaker, and sisters and nurses from local hospitals spoke about nursing as a career.

Berwick Presentation

Miss D. M. Forsyth, matron of Berwick Infirmary, and a founder member of the Royal College of Nursing, was recently presented with a silver salver by the medical and nursing staff to mark the completion of 25 years as matron at Berwick.

Appointment in Germany

Miss C. M. Jenkins, S.R.N., S.C.M., has been appointed Chief Nursing Adviser to the Allied Control Commission for Germany (British Element). A trainee of the Westminster Hospital, S.W.1 (1926-29), Miss Jenkins was matron of Finchley Memorial Hospital, N.12, before taking up the work of Nursing Adviser with the Commission for Austria six months ago.

"Back Home"

MRS. B. A. Bennett, Principal, Nursing Services Branch, Ministry of Labour, has arrived back from her travels in the United States and Canada.

Honour where Honour is due

THE Royal Society of Arts has awarded the Albert Gold Medal this year to Professor Sir Alexander Fleming, F.R.S., F.R.C.S., F.R.C.P., and Professor Sir Howard Florey, F.R.S., M.A., B.Sc., Ph.D., jointly, for their services in the discovery and development of penicillin.

From Scotland

The Monthly Round

QUEEN'S Nurses in the Glasgow district made 20,589 visits in May.

Aberdeen Means Business

ABERDEEN Public Health Committee are investigating the possibility of having a hostel for their city midwives.

For those who Served

THE Council of the Queen's Institute in Scotland seeks to collect £75,000 to double the £39 pension of nurses who, because of age, do not come into the Government's superannuation scheme.

CLASSIFIED ADVERTISEMENTS CONTINUED FROM PAGE X

GLOUCESTERSHIRE ROYAL INFIRMARY
Required immediately for increase of staff: **Senior Radiographer** with Deep Therapy experience.
Radiographer for diagnosis Radiography.
Both posts non-resident. New scale of salaries adopted. Application to Matron. (487)

THE MATERNITY HOSPITAL AT LEEDS, HYDE TERRACE, LEEDS, 2
PART I TRAINING SCHOOL
(115 Beds)
Applications are invited for the following post—
Staff Midwives, S.R.N., S.C.M., or S.C.M. only. Opportunity to take "Gas and Air Analgesia" certificate. Forms of application may be obtained from the Matron. (122)

THE BOLTON ROYAL INFIRMARY LANCS.
(270 Beds)
Staff Nurses required. Excellent opportunities for State Registered Nurses to gain experience in Surgical Nursing. Salary, emoluments, superannuation (F.S.S.) and conditions of service in accordance with Rushcliffe Scales. Applications, stating age, and particulars of experience, to be addressed to Matron. (139)

CHERTSEY HILL NURSING HOME HARRABY, CARLISLE
Fully trained **Nurse** with Midwifery experience wanted for night duty. Salary Rushcliffe scale. Apply—Miss Broadbelt. (160)

CHESHIRE JOINT SANATORIUM MARKET DRAYTON, SALOP
(AFFILIATED TRAINING SCHOOL)
Staff Nurses required to train for T.A. Certificate. The Sanatorium has been extended by new buildings to 300 beds. Lectures given. Applications should be addressed to the Matron. (169)

NEWARK TOWN & DISTRICT HOSPITAL
Staff Nurses (2) required. Rushcliffe Scale of salary. Federated Superannuation Scheme in force.
Apply with full particulars to Matron. (188)

SOUTHAMPTON CHILDREN'S HOSPITAL
Staff Nurses required, R.S.C.N. Rushcliffe scale of salary.
Apply, with full particulars to Matron. (199)

WESTMINSTER HOSPITAL LONDON, S.W.1.
There are vacancies for **Staff Midwives** in private and general wards. Salaries and emoluments according to the Rushcliffe Scale of Recommendations. Federated Superannuation Scheme in force. (153)

HULL ROYAL INFIRMARY
Staff Nurse (S.R.N.), required for Out-patient Department. Applications with full particulars and references to Matron. (186)

WORCESTER ROYAL INFIRMARY
Wanted **Staff Nurse** for Plaster Room, with Orthopaedic experience. Salary according to Rushcliffe Scale. Federated Superannuation Scheme in force.
Apply to The Matron. (181)

PEMBROKESHIRE COUNTY NURSING ASSOCIATION JEFFREYSTON, PEMBROKESHIRE
Required **District Nurse Midwife,** S.R.N., for rural area. Combined duties. Salary according to Rushcliffe Scale. Motorist. Furnished rooms. Applications to:—The County Superintendent, 23 Hill Street, Haverfordwest, Pembs. (183)

CITY OF BIRMINGHAM SORRENTO MATERNITY HOME 15 WAKE GREEN ROAD, MOSELEY 13
(Training School for Central Midwives' Board —Certificate "A" and Obstetric Analgesia Certificate)
Vacancies for (1) **Staff Midwives**—Non-resident. Facilities given to enable candidates to take the Midwife Teachers' Course at the University.
(2) **Pupil Midwives**—Vacancies July, September, December.
Rushcliffe scale of salaries and conditions of service in each case.
Apply—Matron. (158)

LOUTH & DISTRICT HOSPITAL
(59 Beds)
Staff-Midwife and **Assistant Nurses** required. Rushcliffe Scale. Apply, with Matron's name for reference, to Matron, Louth and District Hospital, Crowtree Lane, Louth, Lincs. (237)

NEWARK TOWN & DISTRICT HOSPITAL
Staff Midwives (2), required for modern Maternity Wing of 13 beds. Rushcliffe Scale of Salary. Federated Superannuation Scheme in force.
Apply with full particulars to Matron. (190)

WILLESDEN GENERAL HOSPITAL HARLESDEN ROAD, LONDON, N.W.10.
Staff Nurses wanted. Apply Matron (200)

ARDS DISTRICT HOSPITAL
STAFF WANTED
The Committee of Governors of the above Hospital require the services of a State Registered **Nurse** and a **Staff Midwife** at the scales of remuneration and emoluments fixed for the positions in accordance with the terms of the Taylor Report, with an additional allowance of £5 10s. 0d. per annum in lieu of uniform.
The persons appointed will require to register with the Joint Nursing and Midwives' Council for Northern Ireland and the appointments will be subject to the approval of the Ministry of Health and Local Government.
Applications, enclosing of testimonials and certificates of training, should be forwarded to (By Order),
Hospital Bldgs., Newtownards. ALEXANDER McNEILLY, Clerk to the Governors. (206)

ROYAL SHEFFIELD INFIRMARY AND HOSPITAL
Staff Nurses (S.R.N.), and **Enrolled Assistant Nurses,** resident or non-resident, required for Private Patients' Floor. Superannuation Scheme in force. Use of uniform provided. Salary according to Rushcliffe Scale. Apply giving full particulars and Matron's names for reference to: Matron, Royal Hospital, West Street, Sheffield. (220)

GATESHEAD MENTAL HOSPITAL STANNINGTON, NR. MORPETH
Female **Staff Nurses** required. Salary and emoluments in accordance with Rushcliffe Scale. Good prospects of early promotion.
Applicants must possess, the Final Certificate of the R.M.P.A. or G.N.C. in mental nursing.
Applications, giving full particulars of experience, to be addressed to the Medical Superintendent. (228)

CHELSEA HOSPITAL FOR WOMEN, S.W.3.
Vacancies for **Staff Nurses** for Ward duties. Apply, Matron. (x85)

MOUNT GOLD ORTHOPAEDIC HOSPITAL PLYMOUTH
Applications are invited for the following appointments:—
Student Nurses. There are vacancies for Student Nurses who wish to take their orthopaedic nursing certificate. Candidates will be considered at 17 years of age. Enquiries for application form and full particulars to be sent to Matron.
Staff Nurses are required to take one year's training in orthopaedics. Must be State Registered Nurses. Rushcliffe scale of salaries and recommendations have been adopted. Full particulars apply to Matron. (214)

ROYAL SHEFFIELD INFIRMARY AND HOSPITAL
Staff Nurses (S.R.N.) and **Enrolled Assistant Nurses** required for Neuro-Surgical and Neuro-Medical Unit at the Royal Hospital Annexe in the suburbs. Resident or non-resident as desired. Salary according to Rushcliffe Scale. F.S.S.N. Use of uniform provided. Apply giving full particulars and Matrons' names for reference to: Matron, Royal Hospital, West Street, Sheffield. (219)

WEST SUSSEX COUNTY MENTAL HOSPITAL (GRAYLINGWELL) CHICHESTER
(For Nervous and Mental Disorders)
State Registered Nurses required, to train as Registered Mental Nurses—2 years' training. Excellent promotion prospects. Rushcliffe Committee salary scale, viz., first year £90, second year £100; with board, lodging, laundry and uniform free. Applications to the Matron. (x20)

THE ROYAL CANCER HOSPITAL (FREE)
(Incorporated under Royal Charter)
FULHAM ROAD, LONDON, S.W.3.
(156 Beds)
AFFILIATED TRAINING SCHOOL
Recognised by the General Nursing Council for England and Wales
There are vacancies for State Registered **Nurses.** Rushcliffe Scale of salaries in force. Apply to the Matron. (x7)

ROYSTON AND DISTRICT HOSPITAL ROYSTON, HERTS.
Junior Sister, Staff Nurses and **Assistant Nurses** required immediately. Salaries according to Rushcliffe scheme. Apply, with Matron's name for reference, to Matron. (x72)

MIDDLESEX COUNTY COUNCIL

...tes., or non-reg. **Staff Nurses** (over 41 yrs.) ...uired by MIDDLESEX COUNTY COUNCIL ... Middlesex Colony, Certified Institution, ...rper Lane, Shenley, Nr. St. Albans, Herts. ...ary, etc., governed by appropriate Report ... Rushcliffe Committee. Subject to satis...torily passing a medical examination ...ndidates will be placed on the established ...d, when it will be obligatory to contribute ...der the provisions of the Asylums and ...rtified Institutions (Officers' Pensions) Act, ...18. Applications giving particulars of ..., qualifications and experience, enclosing ...pies of two recent testimonials to Acting ...edical Superintendent "D" at the Colony. (x12)

COUNTY BOROUGH OF SOUTHPORT CHRISTIANA HARTLEY MATERNITY HOSPITAL, CURZON ROAD, SOUTHPORT
(26 Beds)

Applications are invited for the position of ...taff **Midwives** from persons possessing the ...ualifications of State Certified Midwife and ...so for the positions of **Assistant Nurses** at ...he above-mentioned Hospital. The salary ...payable and general conditions will be in ...accordance with the recommendations of the ...Rushcliffe Committee.

Applications, stating age, experience and ...qualifications, together with copies of testi...monials to be sent to the Matron immedi...ately. (x74)

COUNTY BOROUGH OF SOUTHPORT NEW HALL HOSPITAL
INFECTIOUS DISEASES—(102 Beds)
SANATORIUM—(36 Beds)

Staff Nurse (S.R.N. or S.R.F.N.) with experience ...f tuberculosis nursing or T.A. Certificate, required, ...r the Sanatorium.

Assistant Nurses with fever or sanatorium ...perience required. Salaries and working con...ditions in accordance with the provisions of the ...Rushcliffe Committee.

Applications to Matron, New Hall Hospital, ...arisbrick, Southport. (x86)

BUXTON CLINIC
(FOR RHEUMATISM)
BUXTON

Staff Nurse required. Must be S.R.N. and ...able to deputise for Sister. **Assistant Nurses** ...also required. Rushcliffe scale of salaries. ...Apply to Matron. (x99)

GLASGOW ROYAL INFIRMARY
(862 Beds)

Staff Nurses required. Salary according to the ...Taylor Scale. Resident or Non-Resident. Apply ...with full particulars to Matron. (x138)

THE GENERAL INFIRMARY AT LEEDS

Staff Nurses required in the Brotherton Wing ...for Private Patients. Salary according to the ...Rushcliffe Scale. Uniform is provided. The ...Federated Superannuation Scheme is in force. ...Apply with full particulars and two names for ...reference to Matron, General Infirmary at Leeds. (293)

THE GENERAL INFIRMARY AT LEEDS

Staff Nurses required in the Operating Theatres. ...Salary according to the Rushcliffe Scale. Uniform ...provided. The Federated Superannuation ...Scheme is in force. Apply with full particulars ...and two names for reference to Matron, General ...Infirmary at Leeds. (294)

THE GENERAL INFIRMARY AT LEEDS

Staff Nurses required in the Venereal Disease ...Clinic. Salary according to the Rushcliffe Scale. ...Uniform is provided. The Federated Super...annuation Scheme is in force. Apply with full ...particulars and two names for reference to Matron, ...General Infirmary at Leeds. (297)

STAMFORD, RUTLAND AND GENERAL INFIRMARY, STAMFORD, LINCS.

Staff Midwives urgently required, for alternate ...day and night duty. Rushcliffe Scale of salaries ...paid. Apply to Matron. (x319)

STAMFORD, RUTLAND AND GENERAL INFIRMARY, STAMFORD, LINCS.

Staff Nurses—two for Private Wards. One for ...Casualty and Out-patients—also for General ...Wards. Apply to Matron. (x321)

CITY OF YORK
ANTE NATAL CLINIC SISTER

Applications are invited for the above ap...pointment from State Registered Nurses who ...are also State Certified Midwives.

Preference will be given to one who is in ...possession of the Midwife Teacher's Certifi...cate.

The person appointed will be attached to ...the teaching staff of the York Maternity ...Hospital (Part 2 School).

The salary is in accordance with the Rush...cliffe Report.

Applications, stating age, full particulars ...qualifications, present appointment and ...duties, past experience, and accompanied by ...three recent testimonials should be addressed ...to the undersigned.

C. B. CRANE,
M.B., B.S., D.P.H.,
...Health Dept., Acting Medical Officer of Health,
...Bootham, York. (322)

SURREY COUNTY COUNCIL

SURREY COUNTY SANATORIUM, MILFORD, NR. GODALMING.
(348 Beds.) (Affiliated Training School.)

Staff Nurses required. Rushcliffe Salary and service conditions. Part-time nurses are invited to apply, in which case salary will be *pro-rata*.
Apply to Matron.

Theatre Sister. Candidates must be S.R.N. and have had Theatre experience. Rushcliffe Salary and conditions. (Deptl. Sisters' rate.)

Applications to County Medical Officer, County Hall, Kingston-on-Thames. (465)

COUNTY BOROUGH OF DEWSBURY WHITLEY GRANGE SANATORIUM
(30 Beds)

Applications are invited for the following appointments:—
1 **Staff Nurse**—S.R.N. (with Tuberculosis experience).
2 **Ward Orderlies.**
Salaries in accordance with the Rushcliffe scale.
Applications, stating age, experience, and accompanied by testimonials, should be forwarded to the undersigned as soon as possible.
C. G. PAYTON,
Public Health Department,
Municipal Buildings, Halifax Road,
Dewsbury. (275)

BURNLEY JOINT HOSPITAL BOARD ISOLATION HOSPITAL, BURNLEY, LANCS.

State-registered Nurse required to take one year's fever training. Salary and conditions of service according to Rushcliffe recommendations.
Apply Matron. (277)

THE CHESTER ROYAL INFIRMARY

Applications are invited for the posts of **Staff Nurses.** Rushcliffe Committee salary and conditions of service. The 96 hour fortnight is in operation. Federated Superannuation scheme.
Apply with recent testimonials to the Matron. (309)

RAMSGATE GENERAL HOSPITAL
(101 Beds)

2 **Staff Nurses** required immediately. Rushcliffe scale of salary. Uniform provided.
Apply, with full particulars, to the Matron. (x301)

THE MARIE CURIE HOSPITAL

Wanted for re-opening of the Hospital. Two **Staff Nurses.** Salary according to the Rushcliffe Scale, F.S.S. in force. Apply with full particulars to the Matron, 66 Fitzjohn's Avenue, Hampstead, N.W.3. (316)

BROADGREEN HOSPITAL EDGE LANE DRIVE, LIVERPOOL, 12

Staff Nurses. General Trained, State Registered, required at above hospital.

Student Nurses also required for above hospital which is a recognised general training school for nurses. Candidates must be young women of good physique and education, aged from 18 years. Salary and emoluments in each case are in accordance with the Rushcliffe Report.
Apply Matron. (324)

THE EVELYN NURSING HOME CAMBRIDGE

State Registered **Nurse** required for busy Medical and Surgical Nursing Home. New Rushcliffe Scale of Salaries. F.S.S. in force.
Apply Matron. (250)

HORSHAM HOSPITAL MATERNITY UNIT

Required immediately:—
Two **Midwifery Sisters,** S.R.N. and S.C.M.
Staff Midwives, S.C.M.
Assistant Nurses
Rushcliffe Scale and F.S.S.N. in force. Applicants should apply to Matron. (384)

COUNTY BOROUGH OF SOUTHAMPTON ISOLATION HOSPITAL & SANATORIUM, OAKLEY ROAD, MILLBROOK, SOUTHAMPTON
(300 beds)

Staff Nurses (S.R.N.) are required for one year's Fever Training at the above Hospital. The Rushcliffe Report has been adopted, and the commencing salary and conditions in the Rushcliffe Report will be applicable to the appointment.

Form of application may be obtained from the Medical Officer of Health, Civic Centre, Southampton, and should be returned to him as early as possible.

H. C. MAURICE WILLIAMS,
Medical Officer of Health. (286)

CITY OF LEEDS
PUBLIC HEALTH DEPARTMENT
INFECTIOUS DISEASES HOSPITAL, SEACROFT
STAFF NURSES

Vacancies exist for general-trained and State-registered **Nurses** desirous of undergoing training in Infectious Diseases. One year's training with full course of lectures by Medical Superintendent and Resident Sister-Tutor for the Fever certificate of the General Nursing Council.

Salary and conditions of service in accordance with the Rushcliffe scale.

Applications, stating age and particulars of training, together with testimonials and matron's name for reference, to be forwarded to the Matron, City Hospitals, Seacroft, Leeds. (292)

LEATHERHEAD HOSPITAL POPLAR ROAD, LEATHERHEAD

Staff Nurse required for Theatre. Good experience. Apply Matron. (323)

WEYMOUTH & DISTRICT HOSPITAL MELCOMBE AVENUE, WEYMOUTH
(112 Beds)

Staff Nurse required for Private Wards. Rushcliffe scale of salary and F.S.S. in force. Apply with full details of training and experience to the Matron. (330)

NATIONAL TEMPERANCE HOSPITAL, HAMPSTEAD ROAD, N.W.1

Vacancies for **Staff Nurses** for Private and General Wards. (491)

KENT COUNTY COUNCIL COUNTY HOSPITAL, ORPINGTON
TUBERCULOSIS SERVICES

Staff Nurses, S.R.N., required for the Tuberculosis Unit. Salary according to service within the appropriate "Rushcliffe" scales £130 to £170 a year, plus long service increments where applicable, with full residential emoluments. Uniform. Superannuation. Medical examination necessary.

Application forms and particulars obtainable from the Matron at the Hospital, to whom completed applications should be sent.
County Hall, W. L. PLATTS,
Maidstone. Clerk of the County Council.
June 27th, 1946. (339)

SURREY COUNTY COUNCIL

Nursing Staff required. Rushcliffe salary and conditions.

STAFF NURSES AND STAFF MIDWIVES at:—

DORKING COUNTY HOSPITAL, Horsham Road, Dorking.
FARNHAM COUNTY HOSPITAL, Hale Road, Farnham.
EPSOM COUNTY HOSPITAL, Dorking Road, Epsom.
KINGSTON COUNTY HOSPITAL, Wolverton Avenue, Kingston-on-Thames.
ST. LUKE'S HOSPITAL, Guildford. (Also one R.M.P.A. or R.M.N.)
REDHILL COUNTY HOSPITAL, Earlswood Common, Redhill (T.A. and S.R.N., one for Theatre.)
ST. HELIER COUNTY HOSPITAL, Wrythe Lane, Carshalton. (R.S.C.N., S.R.N. and T.A. Certificate, also one with V.D. experience, and R.F.N. only.)

STAFF MIDWIVES at:—

HAWKSHILL, Esher, (Post Natal Annexe). Apply to Matron. **Epsom County Hospital. Dorking Road, Epsom.**

STAFF NURSES at:—

CUMBERLAND HOUSE HOSPITAL, Whitford Gardens, Mitcham. (T.B.). Applications to Matron of appropriate Hospital. (462)

KENT COUNTY COUNCIL
STAFF NURSES

Applications are invited for the appointment of **Staff Nurses,** either (a) resident, or (b) to live out, at the County Hospital, Chatham and Willesborough Hospital, Nr. Ashford.

Salary according to service within the appropriate Rushcliffe Scale £120-£160 a year (a) with full residential emoluments, or (b) meals whilst on duty and a living out allowance of £80 a year in lieu of residential emoluments. Uniform. Superannuation. Medical examination necessary.

Application forms and particulars obtainable from the Matron at the Hospital concerned, to whom completed applications should be sent.
County Hall, W. L. PLATTS,
Maidstone. Clerk of the County Council.
June 27th, 1946. (341)

KENT COUNTY COUNCIL COUNTY HOSPITAL, PEMBURY

Staff Midwives, S.C.M., or S.C.M and S.R.N. (resident) required at the above-named Hospital.

Salary according to service and qualifications within the appropriate Rushcliffe scales with full residential emoluments. Uniform. Superannuation. Medical examination necessary.

Application forms and particulars from the Matron at the Hospital, to whom completed applications should be sent.
County Hall, W. L. PLATTS,
Maidstone. Clerk of the County Council.
June 27th, 1946. (340)

DERBYSHIRE COUNTY COUNCIL
STAFF MIDWIVES AND
NURSING ASSISTANTS

There are vacancies in the Council's Maternity Homes as follows:—

HOLBROOK MATERNITY HOME
Staff Midwives and **Nursing Assistants.**
ASHGATE LODGE MATERNITY HOME
Staff Midwives and **Nursing Assistants.**
ASHBOURNE MATERNITY HOME
Staff Midwives.

The salaries and emoluments are in accordance with the Rushcliffe Committee's Scales. The appropriate position on the scales will be dependent on the recognised approved paid midwifery service in the case of midwives.

Board and laundry are provided and an allowance is made for uniform.

The posts will be subject to the Local Government Superannuation Act, 1937, and the successful candidates will be required to pass a medical examination.

Forms of application may be obtained from the undersigned, to whom they should be returned completed, together with copies of not more than three recent testimonials, by not later than the first post on July 20th, 1946.
County Offices, J. B. S. MORGAN,
St. Mary's Gate, County Medical Officer.
Derby. June 28th, 1946. (350)

ROYAL ALEXANDRA HOSPITAL FOR SICK CHILDREN, DYKE ROAD, BRIGHTON

Immediate vacancies for **Staff Nurses,** S.R.C.N., with excellent children's experience. Rushcliffe Scale of salaries. Apply, giving two names for reference, to the Matron. (372)

ROYAL HAMPSHIRE COUNTY HOSPITAL, WINCHESTER

Staff Nurses required. Rushcliffe Scale. Uniform provided. Apply, with full particulars of training and experience, to Matron. (377)

THREE COUNTIES EMERGENCY HOSPITAL, Nr. LETCHWORTH

Required immediately: **Trained Nurses; Assistant Nurses; V.A.D.'s; Nursing Orderlies.** For the British Legion Unit of Rheumatology. Apply to Matron. (380)

DERBYSHIRE COUNTY SANATORIUM, CHESTERFIELD
(137 Beds)

Urgently required: **Staff Nurses,** S.R.; One for night duty. Opportunity to take T.A. Certificate. Rushcliffe Salaries. Local Government Superannuation. Uniform. Apply Matron. (391)

COMHAIRLE CONDAE NA GAILLIMHE GALWAY CENTRAL HOSPITAL

Nurses wanted for General, Maternity and Eye and Ear Wards.

Applications for above permanent positions should be lodged with the undersigned (from whom particulars may be obtained) not later than 4 o'clock p.m. on the 20th June, 1946.
County Buildings (*Signed*) D. P. O'CONNOR,
Galway. Acting Secretary. (393)

LONDON CHEST HOSPITAL VICTORIA PARK, LONDON, E.2.

State-Registered **Nurses** required for increase of staff to re-open wards. Lectures given by Honorary Staff for Tuberculosis Association Certificate. Resident Sister-Tutor. Rushcliffe scale of salary minimum £130 per annum. Federated Superannuation Scheme in force.
Apply to Matron. (x247)

COUNTY COUNCIL HOSPITAL, CROSS HOUSES, Nr. SHREWSBURY

Applications are invited for the following: **Staff Midwives,** for the Maternity Ward; **Staff Nurses** for the General Wards; **Student Nurses.**

Rushcliffe Scale of Salary. Apply to Matron. (364)

ROYAL FREE HOSPITAL, GRAY'S IN ROAD, LONDON, W.C.1

Staff Nurses required—one for general and one for private wards. Apply, with full particulars, to Matron. (394)

ROYAL FREE HOSPITAL GRAY'S IN ROAD, LONDON, W.C.1

Staff Midwives required—one for wards and one for district. S.R.N. and S.C.M. essential. Apply, with full particulars, to Matron. (395)

KING EDWARD VII HOSPITAL, WINDSOR

Staff Nurses required, must be S.R.N. and S.C.M. Salary in accordance with the Rushcliffe Report. Apply, giving full particulars, to the Matron. (398)

BASINGSTOKE HOSPITAL, BASINGSTOKE

Staff Nurses (two) and **Assistant Nurses** required. Salary according to the Rushcliffe Scale. Apply to Matron, giving details of training and experience. (407)

DERBYSHIRE HOSPITAL FOR SICK CHILDREN NORTH STREET, DERBY

COMPLETE TRAINING SCHOOL

Staff Nurse required. R.S.C.N. Rushcliffe Scale of Salaries.

Apply, with full particulars, giving Matron's name for reference, to Matron. (412)

DERBYSHIRE HOSPITAL FOR SICK CHILDREN NORTH STREET, DERBY

COMPLETE TRAINING SCHOOL

There are vacancies for S.R.N. wishing to qualify as R.S.C.N. Rushcliffe Scale of Salaries.

Apply, with full particulars giving Matron's name for reference, to Matron. (413)

DENBIGHSHIRE COUNTY COUNCIL WREXHAM EMERGENCY HOSPITAL

MALE AND FEMALE STAFF NURSES

Applications are invited for the following appointments:—

Male and Female Staff Nurses (non-resident). Candidates must be State-registered Nurses.

Salaries and conditions in accordance with the terms of the Rushcliffe Committee.

Applications, giving age, qualifications and experience and accompanied by copies of two recent testimonials, to be sent to The Matron, Emergency Hospital, Wrexham, Denbighshire. (414)

THE ROYAL WATERLOO HOSPITAL FOR CHILDREN AND WOMEN WATERLOO ROAD, LONDON, S.E.1

(RECOGNISED TRAINING SCHOOL)

Staff Nurses required for the Theatre, Out-Patients' Department and Night Duty. Salary according to the Rushcliffe Report. Uniform provided. Federated Superannuation Scheme in force. Applications and two names for reference to be addressed to the Matron. (470)

ROYAL HALIFAX INFIRMARY

(283 Beds)

Two **Staff Nurses** required for Theatre and Medical Ward. Salary according to Rushcliffe Scale. Apply with particulars of training and experience to the Matron. (472)

CHIPPENHAM & DISTRICT HOSPITAL, WILTS.

Staff Nurses, S.R.N. or R.S.C.N., required for small children's ward and relief duty. Salary according to the new Rushcliffe Scale.

Apply, with particulars, to the Matron. (473)

COUNTY BOROUGH OF ROCHDALE BIRCH HILL HOSPITAL

Staff Midwives required at the above Hospital. Modern Maternity Unit, Part I Midwifery Training School.

Salary and conditions according to the Rushcliffe Scale—commencing salary varying according to experience and service.

The appointment is designated under the Local Government Superannuation Act, 1937, and the successful candidates will be required to pass a medical examination.

Application forms may be obtained from, and should be returned to, Matron, Birch Hill Hospital, Rochdale. (479)

COUNTY BOROUGH OF WEST HAM WHIPPS CROSS HOSPITAL WHIPPS CROSS ROAD, LEYTONSTONE, E.11

APPOINTMENT OF STAFF NURSES — RESIDENT OR NON-RESIDENT

Applications are invited for the appointment of **Staff Nurses** at the above Hospital, which is a training school with 1,200 beds.

Salary and conditions of service are in accordance with the recommendations of the Rushcliffe Committee and the appointment is subject to the general regulations of the Council.

Candidates must be State Registered Nurses. Applications to be made to Matron. (x427)

SURREY COUNTY COUNCIL

ASSISTANT NURSES required at:—

THE LODGE, Effingham. (Home for sane epileptics.)

SHABDEN PARK HOSPITAL, Chipstead.

CUMBERLAND HOUSE HOSPITAL, Whitford Gardens, Mitcham. (T.B.).

DORKING COUNTY HOSPITAL, Horsham Road, Dorking.

FARNHAM COUNTY HOSPITAL, Hale Road, Farnham.

EPSOM COUNTY HOSPITAL, Dorking Road, Epsom.

ST. LUKE'S HOSPITAL, Guildford.

REDHILL COUNTY HOSPITAL, Earlswood Common, Redhill.

ST. HELIER COUNTY HOSPITAL, Wrythe Lane Carshalton.

Rushcliffe salary and service conditions. Applications to Matron of appropriate Hospital. (463)

THE HOSPITAL FOR WOMEN SOHO SQUARE, LONDON, W.1.

Staff Nurses required. State-registered. Salary in accordance with the Rushcliffe Scale. Superannuation scheme in force. Apply to the Matron. (469)

COUNTY BOROUGH OF WEST HARTLEPOOL

PUBLIC ASSISTANCE COMMITTEE APPOINTMENTS AT HOWBECK HOSPITAL WEST HARTLEPOOL

Applications are invited from females under 45 years of age for the following vacancies at Howbeck Hospital, West Hartlepool:—

Staff Nurse for Mental Wards. Candidates should be qualified mental nurses in accordance with the general definitions contained in the Report of the Mental Nurses' Sub-Committee.

Nursing Assistant. Candidates should be over 20 years of age and preference will be given to those with previous experience.

The salaries payable will be in accordance with the appropriate Rushcliffe Report in each case and the posts are subject to the provisions of the Local Government Superannuation Acts. The successful candidates will be required to pass medical examination.

Forms of application, which may be obtained from the undersigned, should be returned to him, duly completed, as soon as possible.

Public Assistance Offices, West Hartlepool. W. E. TUNNELL, Public Assistance Officer. (90)

BUCKS. COUNTY COUNCIL TINDAL HOUSE GENERAL HOSPITAL AYLESBURY, BUCKS.

Required **Assistant Nurses.** Salary and off duty according to the Rushcliffe Scale.

Apply to the Matron. (225)

WILLESDEN GENERAL HOSPITAL HARLESDEN ROAD, LONDON, N.W.10.

Assistant Nurses wanted. Apply Matron. (201)

CHELSEA HOSPITAL FOR WOMEN, S.W.3.

Vacancies for enrolled **Assistant Nurses.** Apply Matron. (x83)

NATIONAL HOSPITAL, QUEEN SQUARE, LONDON, W.C.1

Assistant Nurses required, salary according to the Rushcliffe scale. Apply to the Acting-Matron. (x73)

ST MARK'S HOSPITAL CITY ROAD, LONDON, E.C.1.

Enrolled Assistant Nurses required. Good surgical nursing and lectures given by Honorary Staff. Modern Nurses Home. Rushcliffe Scale of Salaries. Apply to Matron. (x136)

LONDON CHEST HOSPITAL VICTORIA PARK, LONDON, E.2.

Enrolled Assistant Nurses required, for increase of Staff to re-open wards. Good experience given in nursing of Chest diseases. Rushcliffe scale of salary and Federated Superannuation Scheme in force.

Apply with full particulars to Matron. (x248)

ISOLATION HOSPITAL LETCHWORTH, HERTS.

Applications are invited for the post of Resident or Non-Resident **Assistant Nurse** at the above Hospital. Salary and conditions in accordance with the Rushcliffe Report. Apply to: Matron, Isolation Hospital, Hitchin Road, Letchworth. (278)

THE GENERAL INFIRMARY AT LEEDS

There are vacancies at Castleford, Normanton and District Hospital for **Assistant Nurses.** Salary according to the Rushcliffe Scale. Uniform is provided. Apply with full particulars and two names for reference to Matron, General Infirmary at Leeds. (296)

THE MARIE CURIE HOSPITAL

Assistant Nurses wanted at once for re-opening of the Hospital. Resident or Non-Resident. Salary according to the Rushcliffe Scale. Apply with full particulars to the Matron, 66 Fitzjohn's Avenue, Hampstead, N.W.3. (317)

MERTHYR GUEST MEMORIAL HOSPITAL

Assistant Nurse required enrolment optional. Rushcliffe scale. On Southern main line, Salisbury, Bath, Exeter, Bournemouth in easy reach. Applications with two testimonials to Matron. (306)

Nursery Nurses. Permanent positions for Certificated Nursery Nurses in residential Nurseries in Sussex, Oxfordshire, Rutlandshire, Kent, etc., for children under the age of five. Salary according to Ministry of Health scales, with board, residence and laundry, plus uniform and holiday allowances. Member Church of England. Write fully, quoting 3/7 to: Secretary, Waifs and Strays Society, Old Town Hall, Kennington Road, London, S.E.11. (x312)

RESIDENTIAL BABIES NURSERY

Vacancies for two Certificated **Nursery Nurses** at Babies' Home in Wiltshire. Members Church of England. For particulars as to salary and allowances apply: Matron, Beatrix Nursery, Clouds, East Knoyle, Salisbury. (313)

WILTSHIRE COUNTY COUNCIL STRATTON ST. MARGARET INSTITUTION NURSERY

Applications are invited for the following appointments:—

Nursery Nurse. College trained. Resident. Salary £85 x £5 to £110. Commencing salary according to experience.

Assistant Nursery Nurse. Salary according to experience and qualifications (if any).

For further particulars and application forms apply to the Matron, Stratton St. Margaret Institution, Nr. Swindon.

P. A. SELBORNE STRINGER,
May 27th, 1946. Clerk of the County Council. (315)

THE EVELYN NURSING HOME CAMBRIDGE

Assistant Nurses with general or theatre experience required for busy Medical and Surgical Nursing Home. New Rushcliffe Scale of Salaries. Apply Matron. (251)

MIDDLESEX COUNTY COUNCIL

PUBLIC HEALTH DEPARTMENT

PUPIL ASSISTANT NURSES

WEST MIDDLESEX COUNTY HOSPITAL, ISLEWORTH, MX.

Candidates are accepted at above hospitals, for a 2 yrs. course of training (including 2 months in Preliminary Training School) in preparation for General Nursing Council Examination for admission to Roll of Assistant Nurses. Rushcliffe salary scales and service conditions applicable: the posts are "resident" as defined by the Report. Unestablished appointments; medical examination.

Government special training allowances payable in addition to salary to certain candidates who are over 20 yrs. and have given at least 1 yr's. whole-time service in work of national importance.

Next terms begin 1.8.46 and 1.10.46. For forms and full particulars apply direct to Matron of Hospital.

Middlesex Guildhall,
Westminster, S.W.1.

C. W. RADCLIFFE,
Clerk of the County Council. (441)

CITY OF COVENTRY

DAY NURSERIES

Applications are invited from qualified persons in connection with vacant posts (a) Certificated **Nursery Nurses** and Wardens in the City Day Nurseries. Salary in each case is on the scale £150-£5-£[illegible] p.a. with meals while on duty. Applications stating age, qualifications and experience be sent as soon as possible to the undersigned.

The Council House, Coventry. A. MASSEY, Medical Officer of Health. (332)

LEICESTERSHIRE COUNTY COUNCIL BOSWORTH PARK INFIRMARY AND MELTON MOWBRAY INFIRMARY

(Complete Training Schools for Assistant Nurses approved by the General Nursing Council).

There are vacancies at the above Infirmaries for **Pupil Assistant Nurses.** Two year course. Salary, sick pay allowances, etc., in accordance with the Rushcliffe Report.

Apply, stating full name, age, giving general particulars of education, etc., and forwarding copies of two recent testimonials to the Director of Public Assistance, 6 St. Martin's, Leicester. (222)

MANCHESTER CORPORATION WITHINGTON INSTITUTION WEST DIDSBURY, MANCHESTER, 20

Assistant Nurses required. Salaries are in accordance with the recommendations of the Rushcliffe Committee. Corporation superannuation scheme.

Apply to the Matron at Withington Institution. (261)

MIDDLESEX COUNTY COUNCIL

Nursery Nurse required for residential training nursery in HAYES. Must be certificated nursery trained or enrolled assistant nurse. Salary according to Ministry of Health's scale (Improved salary scales under consideration). Unestablished staff. Applications (forms not provided) stating age, nationality, qualifications and experience, with copies of up to three recent testimonials to the undersigned. Endorse envelope "Nursery series."

Middlesex Guildhall, Westminster, S.W.1. C. W. RADCLIFFE, Clerk of the County Council. (433)

CITY OF SHEFFIELD EDUCATION COMMITTEE ASH HOUSE RHEUMATIC HOSPITAL SCHOOL

Enrolled Assistant Nurse (Resident). Applications are invited for appointment. Salary and emoluments according to the Rushcliffe Scale.

Probationer Nurse (Resident) age 17 to 20. Applications are invited for appointment. Salary £55 per annum and emoluments.

Forms of application and particulars may be obtained from the Central School Clinic, 7 Leopold Street, Sheffield, and should be returned as soon as possible.

STANLEY MOFFETT,
Director of Education. (365)

WARWICKSHIRE COUNTY COUNCIL

DAY AND RESIDENTIAL NURSERIES IN THE COUNTY OF WARWICK

Applications are invited for **Nursery Nurses.** Candidates should be College trained or hold the N.S.C.N. Diploma.

Salary £150 per annum, rising by annual increments of £5 to £175 per annum, plus meals when on duty. Commencing salary according to experience.

Applications, in writing, with names of two referees, should reach the County Medical Officer of Health, Shire Hall, Warwick, not later than July 20th.

Shire Hall, Warwick. L. EDGAR STEPHENS, Clerk of the Council. (376)

METROPOLITAN BOROUGH OF FULHAM

BABIES' HOSPITAL — STAFF NURSE

Applications are invited from State Registered Nurses or Assistant Nurses with experience in the care of children, for the position of **Staff Nurse** at the Council's Babies' Hospital. The salary will be in accordance with the Rushcliffe scale.

Applications, setting out in tabular form particulars with regard to age, education, nationality and present and past appointments, should be sent so as to arrive within ten days from the publication of this advertisement.

Town Hall, Fulham, S.W.6. CYRIL F. THATCHER, Town Clerk. (378)

BERKSHIRE COUNTY COUNCIL WINDSOR EMERGENCY HOSPITAL

Applications are invited for the following appointments:—**Assistant Nurses.** Salaries and conditions are in accordance with the Ministry of Health C.N.R. regulations or the Rushcliffe recommendations.

Apply in writing to the County Public Assistance Officer, 3 Abbot's Walk, Reading. (449)

Wanted **Assistant Nurses.** Alternate day and night duty. **Night Nurse** also required. Apply Matron, Hawley Tuberculosis Hospital, Barnstaple, Devon. (402)

WILTS. COUNTY COUNCIL

Assistant Nurse required for Harnwood Tuberculosis Hospital, with tuberculosis experience

Salary and conditions of service in accordance with the recommendations of the Rushcliffe Committee.

The appointment will be subject to the provisions of The Local Government Superannuation Act, 1937.

Apply stating experience, and giving references, to The Matron, Harnwood Hospital, Salisbury. (404)

MIDDLESEX COUNTY COUNCIL

The following temporary, unestablished, non-resident staff required for day nurseries:

Nursery Nurses, districts required Hayes, West Drayton Hillingdon, Uxbridge. Must be certificated, nursery trained nurses or assistant nurses.

Nursery Assistants, districts required West Drayton and Hayes. Must have had not less than two years' experience in a nursery in private household or a war-time nursery.

The staff should be prepared to help with training of nursery students if required to do so.

Salary for above appointments according to Ministry of Health's scale (Improved salary scales under consideration).

Applications (forms not provided), stating age, nationality, qualifications and experience and area preferred, with copies of up to 3 recent testimonials to the Undersigned. Endorse envelope "Day Nurseries."

Middlesex Guildhall, C. W. RADCLIFFE, Westminster, Clerk of the County Council, S.W.1 (434)

BERKSHIRE COUNTY COUNCIL

GENERAL VACANCIES

Applications are invited for the following appointments:

Female Assistant Nurses at the Maidenhead, Newbury, Wallingford, Wantage, Windsor and Wokingham Institutions.

Male Assistant Nurses at the Maidenhead and Windsor Institutions.

Nursing Assistants (Male and Female) at Easthampstead Institution. Persons with M.D. Nursing experience preferred.

Female Nursing Assistants. Uncertificated but with knowledge of M.D. Nursing, at the Bradfield Institution.

Female Nursing Assistants. Uncertificated but with experience of nursing in a Mental Hospital for Hungerford Institution.

Salaries for the above posts are paid in accordance with the Rushcliffe recommendations.

Applications to be made to The County Public Assistance Officer, 3 Abbot's Walk Reading. (448)

THE HOSPITAL FOR WOMEN SOHO SQUARE, LONDON, W.1

Enrolled **Assistant Nurses** (resident or non-resident) required immediately. Annual holiday of one month with full pay and allowance. Uniform provided. Salary according to Rushcliffe scale.

Further particulars may be obtained from the Matron. (468)

BUCKS COUNTY COUNCIL SLOUGH EMERGENCY HOSPITAL

Assistant Nurses required. Rushcliffe Scale, plus £12 per annum Uniform allowance.

Applications to The Matron, Slough Emergency Hospital, Albert Street, Slough. (476)

ESSEX COUNTY COUNCIL

Applications are invited by the Essex County Council for the following appointments at the Brookfield Medical Rest Home for Elderly Women, Woodford:—

Enrolled Assistant Nurse, resident or non-resident. Salary £90 x £5 - £160. Living-out allowance £68

Nursing Auxiliary, resident or non-resident. Salary £75 x £5 - £100. Living-out allowance £55.

An **Assistant Nurse** for temporary holiday duty is also required at the Beechlands Medical Rest Centre, Loughton. Salary as above.

Applications to the County Medical Officer, County Hall, Chelmsford. (460)

ROTHERHAM HOSPITAL

VOLUNTARY GENERAL HOSPITAL

(150 Beds)

Approved Training School for Nurses

There are vacancies for **Student Nurses** (age 18 to 30). Training lasts for three years. Nurses are coached throughout by a resident Sister Tutor. Rushcliffe scale: First year, £40; second year, £45; third year, £50; with full board residence, uniform and laundry. Forty-eight hour week, 3 days' annual holiday on full salary and board allowance given.

There are also vacancies for nurses who are on the Fever and Children's Registers of the General Nursing Council, when training is for two years.

Apply, Matron, Rotherham Hospital, Doncaster Gate, Rotherham. (79)

CITY OF BIRMINGHAM

PUBLIC HEALTH DEPARTMENT

HOSPITALS SECTION

PROBATIONER NURSES

General Hospitals

Dudley Road Hospital, Birmingham 18, and Selly Oak Hospital, Birmingham, 29

Complete General Training Schools. Three years' training (excluding trial period). Salary £40, £45 and £50 p.a. for first, second and third year respectively. Candidates taken at 17½ years of age.

Infectious Diseases Hospital, Little Bromwich Hospital, Birmingham, 9.

Fever Training School. Two years' training. Affiliated with the General Hospitals for shortened General training. Salary £40 and £45 p.a. Candidates taken at 17 years of age. (x2)

THE GENERAL INFIRMARY AT LEEDS

(825 Beds)

There are vacancies for **Student Nurses** for increase of staff. A good standard of education is required.

Nurses on Supplementary Children or Fever Register, accepted as second year Nurses for three years' training.

Salary according to the Rushcliffe Scale. Age 18-30 years.

Applications should be made to the Matron, who will be pleased to interview parents of girls of school-leaving age interested in the nursing profession. (113)

ROYAL LANCASTER INFIRMARY LANCASTER

VOLUNTARY HOSPITAL

226 Beds plus E.M.S. Beds

Due to increase of Staff there are immediate vacancies for well educated girls wishing to take their General Nursing training. Three years' course. Salary £40-£45-£50. Uniform provided. State-registered Fever and State-registered Children's Nurses may enter as second year Probationers for two years' training. Salary, £45-£50. Uniform provided. F.S.S. in force.

Apply the Matron. (71)

ROYAL WATERLOO HOSPITAL FOR CHILDREN AND WOMEN WATERLOO ROAD, S.E.1.

(RECOGNISED TRAINING SCHOOL)

Applications are invited from well educated girls for 3 years' training as **Nurses.** Minimum age 17 years. Preliminary training school in existence. Part of the training will be spent at the Seamen's Hospital, Greenwich. Salary £40, £45, £50 and £60. Uniform provided. Holiday and sick allowances given. Forms of application may be obtained from the Matron. (3)

MIDDLESEX COUNTY COUNCIL

Student Nurses required by MIDDLESEX COUNTY COUNCIL at Middlesex Colony, Certified Institution, Harper Lane, Shenley, Nr. St. Albans, Herts. Recognised training school for mental nurses. Salary, etc., governed by appropriate Report of Rushcliffe Committee. Subject to passing a medical examination candidates will be placed on the established staff, when it will be obligatory to contribute under the provisions of the Asylums and Certified Institutions (Officers' Pensions) Act, 1918. Modern Nurses' Home. Tennis Courts, Club House and staff swimming Pool. Applications giving particulars of age, etc., enclosing copies of two recent testimonials to Acting Medical Superintendent "D" at the Colony. (x11)

LANCASHIRE COUNTY COUNCIL

Student Nurses required for two years' training at the Wrightington Hospital, Appley Bridge, near Wigan. 371 beds (277 non-pulmonary and 94 pulmonary) men, women and children. Salary and emoluments according to the Rushcliffe Committee, scale—£60, rising at the end of one year's service to £70, together with board, lodgings and laundry valued at £75 per annum for superannuation purposes. In addition a service allowance of £40 is paid after two years' completed service.

The hospital is affiliated with three general hospitals, and nurses take their Preliminary State Examination at Wrightington before transfer to the general hospital. The hospital is well equipped, and is visited regularly by consultant surgeons.

Good recreational facilities are provided and two free 'bus passes to Wigan are allowed each week. Selected candidates will be required to pass a medical examination, and if 18 years of age, to contribute to the Superannuation Fund.

Applications, with copies of two testimonials, to be forwarded to the Matron, Wrightington Hospital, Appley Bridge, near Wigan.

County Offices, Preston. F. C. S. BRADBURY, Central Consultant Tuberculosis Officer.

June 17th, 1946. (144)

THE BOLTON ROYAL INFIRMARY

(TRAINING SCHOOL FOR NURSES APPROVED BY THE GENERAL NURSING COUNCIL—270 Beds)

Student Nurse places will be available at the above Training School for the term commencing September, 1946. Applicants must be between 17½ and 30 years of age, and of a good standard of education. In view of the limited number of vacancies, intending candidates are advised to make application now. Applications from Student Nurses registered on one of the supplementary State Registers will also be considered for two years' general training.

Full information as to conditions of service and prospects in the Nursing Profession may be obtained from the Matron. Interviews with prospective students or parents may be arranged by appointment. (221)

THE WILLESDEN GENERAL HOSPITAL HARLESDEN ROAD, N.W.10

There are vacancies for strong, well educated **Student Nurses** to enter the Preliminary Training School in March and June, 1946, also for Student Nurses on the Supplementary part of the General Nursing Council Register. Apply Matron. (365/16)

LONDON COUNTY COUNCIL

MENTAL HEALTH SERVICES

STAFF AND STUDENT NURSES

(women aged 17-40 years) required at hospitals and institutions listed below. Married women eligible. Excellent promotion prospects. Four week's annual holiday. Uniform free. **Improvements in the salaries quoted below are under consideration**

Student Nurses: Full training course (minimum 3 years' maximum 5 years) for mental nursing certificate. Automatic grading as staff nurse on passing final examination. **Salary—Residents:** £70 rising to £90 a year, with free board, lodging and laundry (**for women who have had National Service, a Government grant makes salary up to £95 a year. Non-residents** receive an additional £55 a year with free meals on duty. A student nurse (general S.R.N.) (two-year mental training course) receives £90-£100 a year.

Staff Nurses (qualified mental or mental deficiency nurses): **Salary—Residents:** £120-£160 a year, plus £10 a year if a State-registered general trained nurse. **Non-residents** receive an additional £65 a year. Emoluments as for student nurses.

Neurological Unit.—Sutton Emergency Hospital, Brighton Road, Sutton, Surrey.

Hospitals for nervous and mental disorder:

Banstead (L.C.C.) Hospital, Sutton, Surrey.
Bexley (L.C.C.) Hospital, Bexley, Kent.
Claybury Hospital, Woodford Bridge, Essex.
Long Grove Hospital, Epsom, Surrey.
St. Ebba's Hospital, Epsom, Surrey.
West Park Hospital, Epsom, Surrey.

Institutions for the mentally defective:

Darenth Park, Dartford, Kent.
Leavesden Hospital, Abbots Langley, Herts.

Application form and descriptive pamphlet obtainable from Matron at any hospital or institution, or Executive Officer (B), Mental Health Services, County Hall, London S.E.1. **Free rail voucher from home to take up duty.** (75)

THE BUCHANAN HOSPITAL ST. LEONARDS-ON-SEA

(Approved Training School)

Student Nurses required. Salary and conditions of service in accordance with the Rushcliffe scale.

Apply to Matron. (365/8)

MILLER GENERAL HOSPITAL GREENWICH HIGH ROAD, S.E.10

(172 Beds)

Vacancies for **Student Nurses** for general training—3½ years; age 18-32; Preliminary Training School—**Resident Sister Tutor;** must be well educated. Rushcliffe scale of salaries. Apply to Matron. (x17)

WEST SUSSEX COUNTY MENTAL HOSPITAL (GRAYLINGWELL) CHICHESTER

(For Nervous and Mental Disorders)

Student Nurses required aged 17 years and over. Three years' training for State Registered Mental Nurse. Rushcliffe Committee salary scale—starting at £70 a year, with board, lodging, laundry and uniform free. Applications to the Matron. (x21)

LUTON AND DUNSTABLE HOSPITAL LUTON, BEDS.

(214 Beds)

FEDERATED SUPERANNUATION SCHEME IN FORCE

Student Nurses required, for increase in Staff. Salary and emoluments according to the Rushcliffe Scale. For further particulars and application forms, apply to the Matron. (x40)

ROYAL DEVON AND EXETER HOSPITAL EXETER

TRAINING SCHOOL FOR NURSES

(448 Beds)

Probationers required. 18 to 30 years. Preliminary training school and two Resident Sister Tutors. Limited number of vacancies for girls of 17. Apply Matron. (x46)

GROVELANDS HOSPITAL, SOUTHGATE

Vacancies occur for **Probationer Nurses** who can be received 1 year before the entry age for general training. Salary £40 p.a. with board, residence, uniform and laundry. Subsequent arrangements can be made for entry into the Training School of the Royal Northern Hospital if desired. Applicants who should not be less than 17 years of age, should apply to the Matron, Grovelands Hospital, Southgate, N.14. (x10)

LONDON CHEST HOSPITAL VICTORIA PARK, E.2.

Vacancies for **Student Nurses,** 18-30 years. Central Preliminary Training School. Good standard of education required. Rushcliffe salary scale. Apply to Matron. (x6)

CHELSEA HOSPITAL FOR WOMEN, S.W.3

AFFILIATED TRAINING SCHOOL

(AFFILIATED TO MIDDLESEX HOSPITAL QUEEN MARY'S FOR THE EAST END, AND KING EDWARD'S MEMORIAL HOSPITAL EALING)

Vacancies for **Student Nurses** for Preliminary Training School, commencing October and December, 1946. Apply Matron. (x84)

NATIONAL HOSPITAL QUEEN SQUARE, LONDON, W.C.1

AFFILIATED TRAINING SCHOOL FOR NURSES

(Recognised by the General Nursing Council)

Student Nurses required. Must be well educated and between the ages of 17½ and 30. Preliminary Training School. Salary according to the Rushcliffe Scale, commencing at £40 a year. Uniform provided. Apply to the Matron. (x19)

THE COVENTRY AND WARWICKSHIRE HOSPITAL, COVENTRY

APPROVED TRAINING SCHOOL FOR NURSES

There are vacancies for **Probationer Nurses** age 17½ to 32 years.

Salary according to the Rushcliffe Scale.

Preliminary Training Course of nine weeks.

Apply for full particulars to Matron and Superintendent of Nurses. (x16)

THE ROYAL NATIONAL THROAT, NOSE AND EAR HOSPITAL GRAYS INN ROAD, LONDON, W.C.1 AND GOLDEN SQUARE, W.1.

(Affiliated to the Royal Free Hospital, Cardiff Royal Infirmary and Hampstead General Hospital)

There are vacancies in the Preliminary Training School for **Student Nurses** at the above Hospitals. Nurses may qualify for an additional certificate in Ear, Nose and Throat surgery. Applications to Matron. (x14)

CONNAUGHT HOSPITAL WALTHAMSTOW, LONDON, E.17

RECOGNISED TRAINING SCHOOL

There are vacancies, for increase of staff, for well-educated **Student Nurses.** Four years' training, inclusive of trial period. Central Preliminary Training School. Salary, uniform, etc., according to Rushcliffe Scale. Federated Superannuation Scheme in force.

Apply for forms and particulars to Matron. (x34)

DERBYSHIRE ROYAL INFIRMARY
DERBY
(416 Beds)

Student Nurses required, ages 18-30. Secondary School girls with School Certificate preferred. Good health and physique essential. Height 5ft. 4in. and over. Apply with full particulars to Matron. (x9)

THE ROYAL CANCER HOSPITAL (FREE)
(Incorporated under Royal Charter)
FULHAM ROAD, LONDON, S.W.3.
(156 Beds)

Affiliated Training School. Recognised by the General Nursing Council for England and Wales.

There are vacancies for **Student Nurses**, age 18 to 30. Salary, first year, £40 per annum; second year, £45 per annum. Uniform provided. Lectures by medical staff and Sister Tutor. Applications to be made to the Matron. (x8)

ROYAL NORTHERN HOSPITAL
HOLLOWAY, N.7.
STUDENT NURSES

Candidates of good education between the ages of 18 and 33 are received into the Preliminary Training School for nine weeks' training (without fees) before entering the Wards. Salary, superannuation and conditions of service in accordance with the Rushcliffe scale. On completion of four years' training selected nurses have the opportunity of training for the C.M.B. examination. Apply to Matron for full particulars and dates of earliest vacancis. (x4)

NORTH RIDING INFIRMARY
MIDDLESBROUGH

Student Nurses required from 18 to 30 years of age, must be well educated. Salary and conditions according to Rushcliffe Scale. S.F.N. nurses accepted for reduced period of training. Apply for application forms to Matron. (x55)

SAINT MARY'S HOSPITAL FOR WOMEN AND CHILDREN
WHITWORTH PARK, MANCHESTER, 13
Teaching Hospital for Gynaecology and Paediatrics to the Medical School.
Victoria University of Manchester

Vacancies at present for **Student Nurses.**

The Nurses' Training School is affiliated to the following Hospitals:—

Batley General Hospital, Birkenhead General Hospital, Huddersfield Royal Infirmary, Lancaster Royal Infirmary, North Lonsdale Hospital, Oldham Royal Infirmary, Salford Royal Hospital.

Candidates accepted are prepared for two years' general training including the preliminary State Examination of the General Nursing Council.

Special experience in children's nursing and gynaecological theatre training.

Conditions according to the Rushcliffe recommendations.

Applications to the Matron. (x23)

NEWCASTLE CITY MENTAL HOSPITAL
GOSFORTH, NEWCASTLE-UPON-TYNE, 3

Female Student Nurses required. Salary commencing at £70 rising by annual increments to £160, and on promotion to £200 with emoluments of board, lodging, laundry and uniform. Appointments are subject to deductions under the Asylums Officers' Superannuation Act, 1909. Applications for temporary post from suitable married women will be considered. Forms of application may be obtained from the Matron. (x56)

THE ALEXANDRA HOSPITAL
(CHILDREN'S ORTHOPAEDIC)
STOCKWOOD PARK, LUTON

There are vacancies for **Probationer Nurses** aged from 17 years for 1 or 2 years' training. Suitable for girls leaving school prior to taking up general training, Froebel training, or massage. Lectures given in Anatomy and Physiology. Nursing and management of children. Salary £30 and £35 p.a. increasing to £65 p.a. at the age of 18. For particulars apply to Matron. (x38)

GLASGOW ROYAL INFIRMARY
(862 Beds)

Student Nurses required. Vacancies August 6, September 24, and November 12, 1946. Preliminary Training School Course three months. Candidates must be well educated, of good health and at least 18 years of age. Nurses on the Supplementary Registers accepted for three years' training, immediate vacancies. Apply to Matron. (x137)

COUNTY BOROUGH OF SOUTHPORT
NEW HALL HOSPITAL, SCARISBRICK
(Fever 102 beds, Sanatorium 36 beds)
STUDENT NURSES

Applications are invited from girls aged 17½ or over for vacancies at the above hospital. Salary:—1st year £40, second year £45, and conditions of service are in accordance with the first report of the Nurses Salaries Committee.

Apply by letter to the Matron, New Hall Hospital, Scarisbrick. (x24)

THE BIRMINGHAM UNITED HOSPITAL
THE GENERAL HOSPITAL, BIRMINGHAM

Vacancies for **Student Nurses,** good standard of education. Salary according to the Rushcliffe Scale.

Preliminary Training School superintended by qualified Sister Tutors.

Nurses lectures given by Lecturers to the Birmingham University Medical School.

Applications should be made to Matron, The General Hospital, Birmingham, 4. (365/12)

ESSEX COUNTY COUNCIL HOSPITAL
BROOMFIELD, NR. CHELMSFORD
(AFFILIATED TRAINING SCHOOL)

Student Nurses required. Apply to the Matron. (x132)

KING EDWARD VII HOSPITAL, WINDSOR

Student Nurses required. Candidates must be strong and well educated. Age 18 to 30. Salary £40, £45 and £50.

Apply for forms and particulars to the Matron. (x15)

BURNLEY JOINT HOSPITAL BOARD
ISOLATION HOSPITAL, BURNLEY, LANCS.

Student Nurse required for immediate vacancy. Salary and conditions of service according to Rushcliffe recommendations.

Forms on application to Matron. (276)

LONDON COUNTY COUNCIL
THE MANOR, EPSOM, SURREY
(FOR MENTAL DEFECTIVES)

Student Nurses required, minimum age 17. Rushcliffe Committee salary scale, commencing £70 a year (£95 throughout training in certain circumstances, for women leaving H.M. Forces or work of national importance), with board, lodging and laundry free (if resident). Non-residents receive an additional £55 a year with free meals on duty. Uniform provided. Full training course for mental nursing certificate. Excellent promotion prospects. Four weeks' annual holiday. Married women eligible. Free rail voucher provided. Application form from Matron. (1344) (282)

ST. MARK'S HOSPITAL
CITY ROAD, E.C.1
(Affiliated Training School)

Student Nurses required for two years' training at St Mark's Hospital, followed by two years at National Temperance Hospital, N.W.1. Age from 17 years, Rushcliffe Scale of salary in force. Application forms obtainable from Matron. (303)

TOOTING BEC HOSPITAL
(FOR AGED AND INFIRM PERSONS SUFFERING FROM NERVOUS AND MENTAL DISORDERS)
TOOTING BEC ROAD, S.W.17.

Student Nurses required, minimum age 17. Rushcliffe Committee salary scale, commencing £70 a year (£95 throughout training, in certain circumstances, for women leaving H.M. Forces or work of national importance), with board, lodging and laundry free (if resident). Non-residents receive an additional £55 a year with free meals on duty. Uniform provided. Full training course for mental nursing certificate. Excellent promotion prospects. Four weeks' annual holiday. Married women eligible. Free rail voucher provided. Application form from Matron (1415). (311)

CARDIFF CITY MENTAL HOSPITAL
WHITCHURCH, CARDIFF

A NURSING CAREER
FOR YOUNG LADIES

Excellent opportunities are available to well educated young ladies qualified in psychiatric nursing.

There are vacancies for **Student Nurses** between the ages of 17 and 30 years at the Whitchurch Hospital for mental and nervous disorders. The following scale of salary is paid during the period of training:—

(Uniform is provided free of charge).

First year £150 per annum, Second year £155 per annum, Third year £160 per annum; £75 p.a. of this is allocated to defray expenses of residential emoluments.

The following additional single cash payments are made:—

(a) At the end of first year £10; (b) At the end of the second year or on passing preliminary examinations, whichever is the later, £20; (c) On completion of third year or on passing the Final Examination whichever is the later, £30.

A student entering hospital after passing Preliminary examination will receive single cash payments of £30 in completion of one year's service or on passing the Final Examination, whichever is the later.

If the Student Nurse is already General State Registered two years' training only is necessary and the salary is:—

First year £165 per annum, Second year £175 per annum; £75 p.a. of this allocated to defray expenses of residential emoluments.

Student Nurses aged 20 years or over with at least one year's full time service with H.M. Forces, the Civil Nursing Reserve or in work of National Importance receive the following additional remuneration.

First year £25 per annum; Second year £20 per annum; Third year £15 per annum; Fourth year £5 per annum.

Upon qualification (usually after three years) the Student Nurse becomes a Staff Nurse the maximum inclusive salary for which is £300 per annum.

An additional £10 per annum is paid to Staff Nurses, Deputy Sisters and Ward Sisters who are general State Registered Nurses.

From Staff Nurse promotions are possible to positions carrying very attractive salaries. Holidays are 28 days per annum.

All appointments are pensionable.

Forms of application from The Matron, Whitchurch Hospital, Cardiff. (244)

BIDEFORD AND DISTRICT HOSPITAL
AFFILIATED TRAINING SCHOOL

Student Nurses required. Qualified Sister Tutor Rushcliffe Scale of salaries. Apply Matron. (403)

MIDDLESEX COUNTY COUNCIL
PUBLIC HEALTH DEPARTMENT
STUDENT NURSES
TRAINING SCHOOLS FOR GENERAL NURSING

CHASE FARM HOSPITAL, ENFIELD, MX.—Vacancies 2.9.46 and 1.11.46.

CENTRAL MIDDLESEX COUNTY HOSPITAL, PARK ROYAL, N.W.10.—Vacancies for 2.9.46 and 28.10.46.

HILLINGDON COUNTY HOSPITAL, NR. UXBRIDGE, MX.—(a) Vacancies for 1.8.46 and 1.10.46.

NORTH MIDDLESEX COUNTY HOSPITAL, EDMONTON, N.18.—Vacancies for 16.9.46 and 11.11.46.

REDHILL COUNTY HOSPITAL, EDGWARE, MX.—(a).

WEST MIDDLESEX COUNTY HOSPITAL, ISLEWORTH.—Vacancies for November, 1946.

Applications invited from single girls over 17 years of age, or widows, for a three year course of training (plus three months' preliminary trial period) for the Preliminary and Final State Examinations in general nursing. Rushcliffe salary scales and service conditions applicable. Full residential emoluments. Unestablished appointments; medical examination; superannuation contributions payable by candidates over 18 years.

Government special training allowances payable in addition to salary to certain candidates who are over 20 years and have given at least 1 yr's. wholetime service in work of national importance.

At the hospitals marked (a) nurses whose names are on supplementary part of State Register are also accepted for shortened courses of training for Final State Examination.

Facilities exist in Council's service for Midwifery training for candidates who pass the Final State Examination.

For forms and full particulars apply direct to Matron of Hospital where appointment required.

Middlesex Guildhall,
Westminster, S.W.1.

C. W. RADCLIFFE,
Clerk of the County Council.
(437)

HUDDERSFIELD ROYAL INFIRMARY

There are vacancies for women of a education.

Student Nurses at the Preliminary Trai School. They will be coached throughout a Resident Sister-Tutor. Ward work undertaken after a three months' course the school and the training lasts for years.

Salary 1st year, £40; 2nd year, £45; year £50; plus board, residence, uniform laundry. Federated superannuation sch in force. Nurses who have passed the F State Examination in Children's F State Examination i Children's Fever Nursing may also apply for two years' gen training. Enquiries to be addressed to Matron. (27

CITY OF LEEDS
PUBLIC HEALTH DEPARTMENT
INFECTIOUS DISEASES HOSPITAL
SEACROFT

Vacancies exist for well educated **Stu Nurses.** Salary and conditions of servic accordance with the Rushcliffe Sc Lectures by Medical Superintendent Resident Sister-Tutor for the Fever Ce cate of the General Nursing Council.

Application forms may be obtained the Matron, City Hospitals, Seacroft, Le (28

NATIONAL TEMPERANCE HOSPITAL
HAMPSTEAD ROAD, N.W.1

Vacancies for **Student Nurses,** aged 18 to years. Preliminary Training School Co followed by 3 years' Hospital Training. Sa according to Rushcliffe Scale. Apply to Mat (49

COUNTY BOROUGH OF ROCHDALE
BIRCH HILL GENERAL HOSPITAL
(475 Beds)
GENERAL AND PART I MIDWIFERY TRAINING SCHOOL

Student Nurses required for three years' gen training, aged 18 to 32 years. Applicants sho have a good standard of general education. Th is a preliminary training school attached to hospital. Salary and conditions according to Rushcliffe Scale.

The appointment is designated under Local Government Superannuation Act, 1937, successful candidates will be required to pas medical examination.

Application forms may be obtained from, should be returned to, Matron, Birch Hill Hospi Rochdale. (47

THE STOCKPORT INFIRMARY
(**Voluntary Hospital**)
(APPROVED TRAINING SCHOOL)
(167 Beds)

There are vacancies for **Student Nurses** in Preliminary Training School commencing 1st week in September, 1946. Candidates m have had good education. Aged 18 to 30. Sala as Rushcliffe Scale. Candidates not free September may make application for names to placed on list for future schools. Apply, with particulars, to Matron. (48

COUNTY BOROUGH OF SWANSEA
HILL HOUSE HOSPITAL FOR INFECTIOUS DISEASES
(116 Beds)
VACANCIES FOR STUDENT NURSES

Applications are invited for vacancies **Student Nurses.**

Candidates must have had a good gene education. Salaries, emoluments and con tions of service in accordance with the Rep of the Rushcliffe Committee on Nurs Salaries.

The appointment is subject to the pro sions of the Local Government Superannuati Act, 1937, and to a medical examination.

Form of application and conditions of a pointment may be obtained from the Matro Hill House Hospital, Cockett Road, Swanse The Guildhall, T. B. BOWEN,
Swansea. Town Cle (405)

COUNTY MENTAL HOSPITAL
GLOUCESTER

Student Nurses, women, minimum age, 17 required. Rushcliffe Salary Scale, commen ing £75 a year (extra payment throughou training for women leaving H.M Forces work of national importance) with boar lodging, and laundry free if resident. No residents receive additional £55 a year wi free meals on duty. Uniform provided Training course for mental nursing certifica Excellent promotion prospects. Four week annual holiday. Hours of duty 96 pe fortnight. Married women eligible. Trave ling expenses paid on taking up post. Appli cation forms from the Matron. (409)

KING EDWARD VII HOSPITAL
WINDSOR

There are vacancies for **Student Nurses** good education. Age 17½ years—30 years.

Salary 1st year £40. 2nd year £45. 3r year £50, plus board, residence, uniform an laundry.

Students are coached throughout the training by a qualified Sister Tutor.

Apply for forms and particulars to the Matron. (x400)

RUNWELL HOSPITAL
(FOR NERVOUS AND MENTAL DISORDERS)
NR. WICKFORD, ESSEX

Student Nurses required not under 18 ars of age. Salary and conditions of service accordance with the Recommendations of e Rushcliffe Committee (Mental Nurses b-Committee). Commencing salary £70 r annum; free board, lodging, laundry and iform; four weeks' annual leave. Most of e amenities recommended by the Minister Health in the booklet "Staffing of ospitals" are provided. The Hospital is e most modern in the Country, and is a cognised training school for mental nurses. ail tickets will be supplied to enable suc- ssful candidates to travel free of charge to ke up appointments. Application forms om the Matron. (362)

THE MENTAL HOSPITAL
BERRYWOOD, NORTHAMPTON

pplications are invited for the post of **tudent Nurse**. Salary in accordance with e new Rushcliffe recommendations, viz., rst year £70, Second year £75, Third year 80, Fourth year £90, with all found. The ost is pensionable under the Asylum fficers' Superannuation Act, 1909, and the ospital is approved as a training school for ental Nursing. A student is required to ecome qualified within four years and is en eligible for appointment as Staff Nurse. here is a large modern Nurses' Home with ll conveniences. Special rates are payable to ineral State Registered Nurses wishing to ndergo training in Mental Nursing. Appli- ations should be made in writing to the edical Superintendent. (390)

NURSES WANTED
20 words 5/- and 1/- for every additional 4 or part of 4 words

Enrolled Assistant Nurses or **Intermediate ssistant Nurses**, Non-Res., required by IDDLESEX COUNTY COUNCIL at NFIELD HOUSE, 19 Chase Side Crescent, nfield. Salary and other conditions relating the appointment will be in accordance ith the revised recommendations of the urses' Salaries Committee. Established and ensionable staff, subject to med. exam. Apply Matron, giving particulars of age, exper., c. (232)

Housekeepers (two) required by IDDLESEX COUNTY COUNCIL at NORTH IDDLESEX COUNTY HOSPITAL, Edmon- n, N.18. To assist senior housekeeper in itchens, wards and dining-rooms. Resident or non-resident. Recognised housekeeping or omestic science certificate required. Salary 30 by annual increments to £180 p.a. or 20 to £170 p.a., according to experience nd qualifications. Full residential emolu- ents or £80 p.a. non-resident allowance, and eals on duty. Uniform and laundry. Ad- itional temporary bonus (now £60 p.a. for dults, proportion only paid in cash). R.N.'s qualified as Housekeeping Sisters ligible and would receive salary in accord- nce with appropriate Rushcliffe rate for ospital 300 beds and over. Established and ensionable, subject to medical examination. pply immediately with full particulars to atron of hospital. (146)

Auxiliary for Rehabilitation Department, quired by MIDDLESEX COUNTY OUNCIL at NORTH MIDDLESEX OUNTY HOSPITAL, Edmonton, N.18. alary £155 by £10 to £175 p.a., plus tem- orary bonus (now £60 p.a. for adults). Es- blished and pensionable, subject to medical amination. Application forms obtainable om Matron of hospital. (145)

Student Nurses and **Assistant Nurses** anted for the King Edward VII Sanatorium, ightwick, near Worcester. 92 beds on avilion system. Institution is approved for e T.A. Free transport to Worcester eekly. Cinema on premises. Rushcliffe aries paid with the extra £10 for a Sana- rium. Apply Matron. (216)

Female Attendants, non-res., required by IDDLESEX COUNTY COUNCIL at FIELD HOUSE, 19 Chase Side Crescent. nfield, a general mixed institution. Women ithout experience considered. Salary 67/6d. w., plus temporary bonus 22/6d. p.w., plus iform and laundry. Established and pen- nsionable staff, subject to med. exam. Apply Matron, giving full particulars. (234)

Nurses' Home Warden required by IDDLESEX COUNTY COUNCIL at CLARE ALL COUNTY HOSPITAL, South Mimms, t. Resident. If with Domestic Science ploma commencing salary £130 p.a.; incre- ents up to £180 p.a., considered annually. dditional temporary bonus now £60 ll resident emoluments. Salary for ., proporaion only paid in cash). table candidate without diploma accord- g to experience. Unestablished. Applica- n forms obtainable from Matron. (235)

**Queen's Nurses, also S.R.N. to qualify for een's Roll. Rushcliffe scale salary .S. Day off weekly. Cyclists. Apply perintendent, 79 Bessborough Road, rrow. (x22)

BRADFORD ROYAL INFIRMARY
(498 Beds)

Male Theatre Charge Nurse required, with good experience. Rushcliffe Scale. Federated Superannuation Scheme. Apply with testimonials, to the Lady Superintendent. (481)

Female Attendants, Res. or Non-Res., required by MIDDLESEX COUNTY COUNCIL at HAMPTON COURT HOUSE, Hampton, Mx. Salary 67/6d. p.w. plus temporary bonus now 22/6d. p.wk., plus uniform and laundry. If RES. charge of 31/3d. p.wk. for living in. Established and pensionable staff, subject to medical examination. Apply to Matron, giving full particulars. (231)

State Registered **Nurses** required for Medical and Surgical Nursing Home. Apply Sister, 31 Brunswick Road, Hove. (239)

Student Nurses (Female) required by MIDDLESEX COUNTY COUNCIL at NAPSBURY MENTAL HOSPITAL, near St Albans, Herts. Rushcliffe rates of pay commencing at £70 p.a., with board, lodging, laundry and uniform provided. Four weeks' leave annually. Recognised training school for mental nurses; good modern nurses' home with recreational facilities. Also **Part-time Nurses.** Applications to the Medical Superintendent "D" of hospital. (x31)

Assistant Nurses required. Must have Tuberculosis or Fever training. Salary paid according to the Rushcliffe scale. Uniform found. Superannuation scheme in force Apply to Matron, Standish House Sanatorium, Stonehouse, Glos. (x103)

Two qualified resident or non-resident **Assistant Masseuses** required. Salary as per B.H.A. scale. Superannuation scheme Knowledge of rehabilitation work desirable, but not essential. Apply House Governor, West Norfolk and King's Lynn General Hospital, King's Lynn. (x28)

Queen's Nursing Sister required for Durris, Kincardineshire; combined duties undertaken; lodgings provided; motorist required. Apply to the Superintendent for Scotland, 26 Castle Terrace, Edinburgh. (270)

S.R.N., with midwifery experience preferred but not essential, also two **Assistant Nurses.** Rushcliffe scale of salary and bonus payable after six month. Good off duty. Apply at once to Matron, Victoria Cottage Hospital, Walton, Shelford, Norfolk. (302)

Queen's Nursing Sister required for the Island of Coll, Argyll; house provided; combined duties undertaken; cyclist required. Apply to the Superintendent for Scotland, 26 Castle Terrace, Edinburgh. (349)

Industrial Nurse required in works employing approximately 1,000 people, good conditions and a visiting medical officer is in attendance. Reply to Industrial Relations Department, Ruston & Hornsby Ltd., Iron Works, Lincoln. (373)

Good situation for a **Nurse** at an industrial works, employing about 250 works and staff personnel, please reply, Industrial Relations Department, Ruston & Hornsby Ltd., Iron Works, Lincoln (374)

Hastings District Nursing Association. **Training Midwife** urgently required. Queen's or non-Queen's. Rushcliffe scale of salary. Weekly day off. Apply Matron. (387)

Wanted, S.R.N. **Sister** for small hospital, 28 beds Apply Matron, Hawley Tuberculosis Hospital, Barnstaple, Devon. (401)

Ward Sisters, S.R.N., Resident, required by MIDDLESEX COUNTY COUNCIL at PITSFORD HOUSE, Pitsford, Near Northampton (Home for chronic and infirm women). Salary and conditions of service in accordance with Rushcliffe Report. Established and pensionable staff, subject to medical examination. Apply to Matron, giving full particulars (428)

Ward Orderlies required by MIDDLESEX COUNTY COUNCIL at REDHILL COUNTY HOSPITAL, Edgware, Mx. (men or women), and MIDDLESEX COUNTY HOSPITAL, Bushey Heath, Herts (women only). Candidates should be interested in hospital work. Wage 69s. 6d. p.wk. plus temporary bonus (weekly rate for adults now 30/- men, 22s. 6d. women). Unestablished. Non-resident. Uniform provided. Application forms for appointments at both hospitals, obtainable from Matron of Redhill County Hospital, Edgware, Mx. (429)

Housekeeper (Resident) CHASE FARM HOSPITAL, Enfield, Mx. S.R.N.'s qualified as Housekeeping Sisters eligible and would receive salary in accordance with appropriate Rushcliffe scale. If not S.R.N. but with recognised housekeeping or domestic science certificate and experience in institutional cooking, salary £130 by annual increments to £180 p.a. with full residential emoluments, uniform and laundry; additional temporary bonus (now £60 p.a. for adults, proportion only paid in cash). Established and pensionable, subject to medical examination. Application forms obtainable from Matron of Hospital. (430)

Resident **Midwifery Sister,** S.R.N., C.M.B., required by MIDDLESEX COUNTY COUNCIL at ST. MARY'S HOME, Glamorgan Road, Hampton Wick (Home for nursing and expectant mothers), to take charge in absence of Matron. Salary and conditions of service in accordance with Rushcliffe rates. Established and pensionable, subject to medical examination. Apply to County Public Assistance Officer, 10 Great George Street, S.W.1, giving full particulars of training, experience, qualifications, age, etc. (431)

Holiday Sister required immediately at The Hospital for Women, Soho Square, W.1. Rushcliffe Scale. Apply to the Matron. (471)

(Miscellaneous)

Nanny wanted. Three children 5 years, 3 years, 1½ years. Nursemaid kept. Good wage and outings. 'Bus service, Trains London.—Temple, Warren Farm, Finmere, Nr. Buckingham. (208)

QUEEN'S SISTERS WANTED

The Rushcliffe Scale and F.S.S. have been adopted by the following Associations:

Reigate & Redhill, Surrey. (1) Superintendent required. General nursing and midwifery undertaken. Motorist, car provided. Comfortable Home. (2) Midwife also required.

Kensington (Key Training Home). Second Assistant Superintendent required to assist in the training of candidates for the Queen's Roll. Cyclist.

Metropolitan D.N.A. (Key Training Home). Second Assistant Superintendent required, assist in the training of candidates for the Queen's Roll. Cyclist. Home.

Kidderminster (Part 2 Midwifery Training School). Senior Nurse required, to assist in the training of pupil midwives. Cyclist.

Sevenoaks, Kent. (1) Senior Nurse required. General nursing and midwifery undertaken. Will be expected to take relief calls. Motorist. (2) Two nurses also required for staff to undertake general nursing and relief midwifery. Comfortable Home.

DERBYSHIRE

Buxton. Two required to live in home with third nurse. General nursing and midwifery. Cyclist and motorist.

Chapel-en-le-Frith. Single district. General nursing and midwifery. Motorist, car provided. Rooms.

Brailsford. Single district. General nursing only. Cyclist. Rooms. Vacancy for September.

Repton & Milton. Single district. General nursing and midwifery. Cyclist. Rooms.

DEVONSHIRE

Queen's Sisters required for the following areas. General nursing and midwifery undertaken:—

Axminster. Nurse lives in rooms. Car supplied.

Buckland Monachorum. Double district, one required. Car and cycle provided.

Crediton. Nurse lives in rooms. Car supplied.

Tiverton. Double district, one required. Furnished cottage provided. Car and cycle provided.

EAST SUSSEX C.N.F.

Emergency staff urgently required to undertake combined duties. Motorists and cyclists. Good experience for administrative work in the future. Rushcliffe basic salary and all expenses paid.

LANCASHIRE

Horwich. Single district near Bolton. General nursing, furnished rooms, car provided.

Leven Valley. Single district, near Ulverston. General nursing and midwifery. Furnished rooms, car provided.

Lytham Double district, one required. General nursing only. Nurses live separately. furnished rooms. Cyclist.

Rawtenstall. Double district, one required. General nursing and midwifery. Walking district, bus pass provided.

Holiday Relief Staff. General nursing and/or midwifery; motorists and/or cyclists.

NORTHAMPTONSHIRE

Three or four required (friends). Comfortable home with good housekeeper provided. Cyclists. F.S.S. or possibly L.G.P.S. Vacant July 1st.

Towcester. Small town. Single district. General and midwifery. Cyclist. F.S.S. or L.G.P.S. Good accommodation available. Council house or bungalow when completed.

SOMERSET

Vacancies in the following districts. Combined work undertaken throughout the country. Health Visitor's qualification an asset. Motorists and cyclists. Help gives with driving tuition.

Minehead. Senior of three required in September. Own living arrangements, lodgings available Combined duties undertaken.

Porlock. An attractive district, car provided. Partly furnished house available.

Crowcombe. Rural district on Quantock Hills—car provided. Lodgings available.

STAFFORDSHIRE

Armitage, Nr. Rugeley. Single district. General and midwifery. Rooms. Cyclist.

Bushbury. General work only. Two employed, one required. Live separately. Rooms. Cyclist.

Coseley, S. Staffs. Three employed, one required. General nursing. Share Nurses' Home with one other Queen's Sister.

Cheadle, N. Staffs. Two employed, one required. General and midwifery. Live separately. Cyclist.

SURREY

Banstead. Three employed, one required. General nursing only. Cyclist and motorist or willing to learn. Home.

Charlwood (Newly affiliated). Single district. General nursing and midwifery. Motorist or willing to learn Rooms.

Woking (Horsell area). One required. General nursing only. Motorist or cyclist. Furnished cottage available.

Molesey, nr. Hampton Court. Two employed one required. General work only. Live separately, partly furnished or unfurnished accommodation available. Cyclist.

Amersham, Bucks. Double district, one required. General nursing and midwifery undertaken. Motorist. Car provided. Share comfortably furnished house.

Barham, Kent. Attractive single district near Folkestone and Canterbury. General nursing and midwifery. Unfurnished bungalow available and car provided.

Beddington and Wallington, Surrey. Two required, one to undertake full time midwifery and one for general work. Motorists and cyclists. Comfortable Home.

Brentford and Chiswick. One of two required. General nursing only undertaken. Own living arrangements. Cyclist.

Brymbo, Denbighshire Single district. General nursing and midwifery undertaken. Cyclist. Furnished house with resident caretaker.

Buckingham. Double district, two required. General nursing and midwifery undertaken. Comfortable furnished house available. Motorists and cyclists. Car and bicycles provided.

Camberwell. Training Midwife required. Excellent experience to be gained. Comfortable Home.

Cheadle and Gatley, Cheshire. One of two required. General nursing and midwifery. Cyclist essential. Share furnished house.

Chichester, Sussex. Two required for staff. Combined work undertaken. Cyclists. Comfortable Home.

Church Stretton, Shropshire. One of two required. General work and midwifery undertaken. Motorist, car provided. Comfortable furnished rooms available in modern house, nurses live separately.

Coedpoeth (compact area near Wrexham). Single district. General nursing and midwifery undertaken. Furnished rooms provided.

Colchester, Essex. Two required for staff to undertake general work only. Cyclists. Comfortable Home.

Crawley, W. Sussex (Newly affiliated). Double district, two required. Combined work undertaken. Motorist and cyclist. Unfurnished house.

Darwen. Staff required. General nursing and midwifery undertaken. Comfortable Home.

Denby Dale, Huddersfield. Double district, one required. All duties undertaken. Own living arrangements.

Dover Town, E. Kent. Two employed. Third required for increase, general nursing only. Cyclist or car owner. Rooms available or own living arrangements.

Fleet, Hampshire. Double district, two required (suit friends). General nursing and midwifery undertaken. Cyclists and motorists. Unfurnished bungalow available.

Frodsham, Cheshire. Double district, one required. General nursing and midwifery undertaken. Auto-cycle provided. Share furnished house.

Grantham, Lincs. One required for increase of staff. General nursing and midwifery undertaken. Cyclist. Home.

Iden and Peasmarsh, E. Sussex. Single district. Combined duties undertaken. H.V. Certificate preferred. Motorist essential. Unfurnished cottage provided.

Kingston-on-Thames, Surrey. One required for staff. General nursing only undertaken Cyclist essential. Home.

Minster, Kent. Double district, one required. General nursing and relief midwifery. Cyclist, or car owner (allowance given for own car). Unfurnished house or rooms available.

Newcastle-on-Tyne. Staff required. General work only undertaken. Cyclists. Comfortable Home.

(continued on next page)

QUEEN'S SISTERS WANTED
(Continued)

Otley, West Riding, Yorkshire. One of two required. General nursing and midwifery. Motorist. Car provided. Share comfortable home.

Portslade. Two required (1) One full-time midwife; (2) One for general work only. Cyclists. Home.

Retford, Notts. Double district, one required. General work only. Cyclist. Furnished house provided (nurses live separately).

Rotherham, Yorks. Two required for staff. General work only undertaken. Cyclists. Home.

Ruislip, Middlesex. One of three required. General work only. Cyclist and auto-cyclist, cycles provided. Share comfortable flat.

Sheerness. Three employed, one required. General nursing and midwifery. Cyclist. New and comfortable Home.

Silvertown. One of two required. General nursing and midwifery undertaken. Cyclist. Share furnished house.

St. Olave's. Staff required to undertake general work only. Cyclists. Home.

Stafford. Nurses required for staff. Two to undertake general work only and one full time midwife. Cyclists. Home.

Wooburn Green, Bucks. Double district, two required. Combined duties undertaken. One car and two bicycles provided. Comfortable furnished house and domestic help available.

Woolwich. Two Midwives required for staff. Home.

Worcester City Training Midwife required for extern work to assist in the practical and theoretical training of midwives. Cyclist essential. Opportunity given for one wishing to take Midwife Teacher's Course.

Apply:—Queen's Institute of District Nursing, 57 Lower Belgrave Street, London, S.W.1.

See Displayed Advertisements for Superintendents for Dagenham and Slough, Assistant Superintendents for Dorset, and Staffordshire C.N.A.'s. also Senior Nurse for Wakefield and Queen's Sisters for Malta. (458)

MIDWIFERY

14/- per inch, minimum charge **10/-**

NORTHUMBERLAND COUNTY COUNCIL

FREE MIDWIFERY TRAINING given to:

(1) **State-registered Nurses (General) and Assistant Nurses (not less than two years in a recognised training hospital).**

(2) **Candidates without previous experience.**

(3) **Applications also invited for Part II training only. On completion of training appointments found in hospital or on district.**

Rushcliffe Scale of salaries during and after training.

Full particulars from County Medical Officer, County Hall, Newcastle-on-Tyne, 1. (48)

HALLAM HOSPITAL, WEST BROMWICH

RECOGNISED BY THE C.M.B. FOR PART I MIDWIFERY TRAINING

Applications are invited from S.R.N.'s (General or Children's) for six months' training for Part I S.C.M. Immediate vacancies and onwards. The Maternity Department comprises of a 60 bed unit of the latest construction. The ante-natal clinics in the town are co-ordinated with the hospital and a "flying squad" emergency service is in operation. Salary at the rate of £65 p.a. and full residential emoluments in accordance with the Rushcliffe Report. Application forms and particulars can be obtained from Matron. (195)

LANCASHIRE COUNTY NURSING ASSOCIATION

Midwifery Training (Parts I and II, or Part II only) with salary (Rushcliffe), F.S.S. and holiday allowance, offered to Queen's Nurses or State Registered Nurses willing to work in Lancashire as District Nurse-Midwives. Cyclists or motorists. Apply: Superintendent, 12 Ribblesdale Place, Preston. (147)

GENERAL LYING-IN HOSPITAL

Emergency Address:
DIOCESAN HOUSE, VERULAM ROAD ST. ALBANS, HERTS.

MIDWIFERY TRAINING SCHOOL

Pupils prepared for Part I Examination of the Central Midwives' Board. Rushcliffe Scale of salaries in force. Arrangements with four approved Institutions for Part II. For full particulars apply Matron. (365/10)

ROYAL DERBY NURSING ASSOCIATION AND NIGHTINGALE HOME, DERBY

Pupil-Midwives trained for Part 2 C.M.B. Examination. Salary £65 per annum. Course arranged in Analgesia. Apply to the Matron. (365/14)

BIRMINGHAM MATERNITY HOSPITAL LOVEDAY STREET, BIRMINGHAM 4.

Pupils prepared for the Part I Examination of the Central Midwives' Board.

State-registered Nurses and non-State-registered Pupils accepted. Rushcliffe Scale of Salaries. Courses commence for State-registered Nurses on July 1st, September 25th, December 30th. Applications to the Matron. (x109)

MIDWIFERY TRAINING
(FOR TRAINED NURSES)
ROYAL NORTHERN HOSPITAL HOLLOWAY, N.7.

Approved as a Midwifery Training School (jointly with Guy's Hospital) by the Central Midwives' Board for the First period of training. Salary and conditions of service in accordance Rushcliffe Scale. For prospectus and dates of earliest vacancies apply to the Matron, Royal Northern Hospital, Holloway, N.7. (365/5)

KINGSTON UPON HULL MUNICIPAL MATERNITY HOME, HEDON ROAD KINGSTON UPON HULL

(68 Beds)
VACANCIES FOR PUPILS

Approved as a Midwifery Training School under C.M.B. Rules (New Section B), Part I, and associated with Kingston upon Hull Municipal Maternity Home District Midwifery Service in respect of Part II Training.

Free training in Midwifery given to candidates with or without previous experience.

Salary and conditions of service in accordance with the report of the Rushcliffe Committee.

Modern Nurses' Home, single bedrooms.

Vacancies, January 1st, April 1st, July 1st, October 1st.

For complete details apply Matron. (246)

MIDDLESEX COUNTY COUNCIL

MIDWIFERY TRAINING SCHOOLS FOR PART I AND II OF CENTRAL MIDWIVES' BOARD CERTIFICATE

For particulars of vacancies see Middlesex County Council advertisement on Supplement iv. (436)

COUNTY BOROUGH OF ROCHDALE BIRCH HILL HOSPITAL

PART I MIDWIFERY TRAINING SCHOOL

Pupil Midwives. There are vacancies for **Pupil Midwives** at the above-named hospital. Training is for a period of six months. The hospital is approved as a training school for the certificate for the administration of Gas and Air Analgesia.

The Rushcliffe Scale of salaries is in force.

The appointment is designated under the Local Government Superannuation Act, 1937, and successful candidates will be required to pass a medical examination.

Forms of application may be obtained from, and must be returned to, the Matron, Birch Hill Hospital, Rochdale. (478)

COVENTRY AND WARWICKSHIRE HOSPITAL COVENTRY

(APPROVED TRAINING SCHOOL)

There are four vacancies for **Pupil Midwives** for Part II training on September 1st, 1946. The Rushcliffe Scale of salaries is in force. Apply, with full particulars to the Matron and Superintendent of Nurses. (489)

MALE NURSES

14/- per inch, minimum charge **10/-**.

THE GENERAL INFIRMARY AT LEEDS

Male Staff Nurses required for the Brotherton Wing for Private Patients. The posts are non-resident. Salary according to the Rushcliffe Scale. Apply with full particulars and two names for reference to Matron, General Infirmary at Leeds. (300)

CITY AND COUNTY OF THE CITY OF LINCOLN
CITY HOSPITAL AND SANATORIUM

Male Trained and Assistant Nurses (non-resident) required for the Male Tuberculosis Ward. Rates of pay and conditions of service according to the Rushcliffe Committee recommendations.

Applications, giving particulars of age, qualifications and experience to the Matron, City Hospital and Sanatorium, Long Leys Road, Lincoln. (287)

City Health Dept.,
Beaumont Fee, Lincoln.

KENT COUNTY COUNCIL
MALE NURSES

Male Nurses who are either on (a) the Supplementary Part of the State Register, or (b) on the Roll of Assistant Nurses or (c) have applied to the General Nursing Council for admission to the Roll, are required at the County Hospitals at Chatham and Orpington.

Salary according to service within the appropriate Rushcliffe scales (a) S.R.N., 105s. 6d. to 125s. 6d. per week; (b) 97s. 6d. to 105s. 6d. per week followed by increments of 4s. per week every two years to a maximum of 117s. 6d. per week, and (c) 91s. 6d. to 103s. 6d. per week (if 20 years of age or over). An additional 4s. 0d. a week is payable if required to work on Tuberculosis Wards. Superannuation. Medical examination necessary.

Application forms and particulars from the Medical Superintendent at the Hospital, to whom applications should be sent.

County Hall, W. L. PLATTS.
Maidstone. Clerk of the County Council.
June 27th, 1946. (343)

SALFORD ROYAL HOSPITAL

Male Nurse required to take charge of Second Theatre. Rushcliffe conditions. Apply with testimonials to Lady Superintendent of Nurses. (240)

ROYAL BERKSHIRE HOSPITAL READING

Registered **Male Nurse** required for V.D. Department and General Nursing Duties. Applications, stating age, experience and enclosing copies of recent testimonials to be sent to Matron. (257)

MIDDLESEX COUNTY COUNCIL
PUBLIC HEALTH DEPARTMENT
MALE NURSING STAFF

Applications invited for the following appointments. Salaries etc., governed by appropriate REPORTS OF RUSHCLIFFE COMMITTEE; non-resident, use and laundering of uniform; established and pensionable, unless otherwise stated; subject to medical examination. Forms and full particulars from Matron of hospital where appointment desired.

A. APPOINTMENTS GOVERNED BY SECOND REPORT OF NURSES' SALARIES COMMITTEE

(Rates for Metropolitan Police District outside Administrative County of London applicable).

QUALIFIED MALE ASSISTANT TUTOR

Harefield County Hospital, Harefield, Mx — Approved by General Nursing Council as an affiliated training school for male and female student nurses.

MALE STAFF NURSES

Central Middlesex County Hospital, Park Royal, N.W.10.—Experienced.

North Middlesex County Hospital, Edmonton, N.18.—Experienced.

Redhill County Hospital, Edgware, Mx.

MALE ASSISTANT NURSES

Chase Farm Hospital, Enfield, Mx.—Must be enrolled or have applied for enrolment; unestablished.

North Middlesex County Hospital, Edmonton, N.18.—Must be enrolled.

Redhill County Hospital, Edgware, Mx.—Must be enrolled.

B. APPOINTMENTS GOVERNED BY REPORT OF MENTAL NURSES SUB-COMMITTEE

MALE MENTAL STAFF NURSES

North Middlesex County Hospital, Edmonton, N.18.—Registered Mental Nurse or R.M.P.A. Certificate essential.

MALE MENTAL NURSING ASSISTANTS

North Middlesex County Hospital, Edmonton, N.18.

Male Nurses (resident) required by MIDDLESEX COUNTY COUNCIL at MIDDLESEX COLONY, Harper Lane, Shenley, Nr. St. Albans, Herts., an institution certified for the reception of mental defectives. Salary, etc., governed by appropriate Report of Rushcliffe Committee. Candidates must be over military age or ineligible for military service on medical grounds. The appointments are unestablished. Applications, giving particulars of age and any qualifications and experience, enclosing copies of two recent testimonials to Acting Medical Superintendent, at the Colony.

Middlesex Guildhall, C. W. RADCLIFFE,
Westminster. Clerk of the County Council.
S.W.1 (439)

BRADFORD ROYAL INFIRMARY
(498 Beds)

Male Theatre Staff Nurse required with good experience, Rushcliffe Scale, Federated Superannuation Scheme. Apply, with testimonials, Lady Superintendent. (480)

GLOUCESTERSHIRE ROYAL INFIRMARY

Two fully trained **Male Nurses** required. Non-resident posts. Rushcliffe Scale of salaries and conditions of service. Also required, **Staff Nurse,** S.R.N. and S.R.C.N. for Children's Ward, Medical and Surgical work.

Applications forms may be obtained from Matron. (488)

MIDDLESEX COUNTY COUNCIL
PUBLIC HEALTH DEPARTMENT
MALE STUDENT NURSES
REDHILL COUNTY HOSPITAL EDGWARE, MX.

Candidates must be on supplementary part of State Register. Two year course of training given in general nursing in preparation for Final State Examination for admission to Register of Male Nurses. Salary and service conditions etc., governed by Second Report of Rushcliffe Committee. Non-resident; use and laundering of uniform Unestablished; subject to medical examination.

Note:—Government special training allowances payable in addition to salary to certain candidates who are over 20 yrs. and have given at least 1 yr.'s whole-time service in work of national importance.

Application forms and full particulars from Matron of Hospital.

Middlesex Guildhall, C. W. RADCLIFFE,
Westminster. Clerk of the County Council.
S.W.1. (440)

MASSAGE

GUY'S HOSPITAL, S.E.
SCHOOL OF MASSAGE AND MEDICAL GYMNASTICS
SCHOOL OF LIGHT AND ELECTROTHERAPY
SCHOOL OF RADIOGRAPHY AND RADIO-THERAPY

The School of Massage and Medical Gymnastics has been transferred for the time being to 7 Lucerne Road, Orpington, Kent. Every facility for a full training is offered both to students entering for the C.S.M.M.G. examinations and to pupil teachers. Practical work is carried out at Guy's Hospital and at the County Hospital, Farnborough, and at Orpington War Hospital.

For full particulars, apply to the Matron, Guy's Hospital, London Bridge, S.E.1, when applicants can be seen without appointment on any Tuesday or Thursday between 11 and 12 o'clock. (365/9)

TOO LATE FOR CLASSIFICATION

LEICESTER DISTRICT NURSING ASSOCIATION

CANDIDATES FOR QUEEN'S ROLL

Vacancies for course commencing July next. Send for Illustrated Brochure to the Secretary, 2 University Road, Leicester. (327)

Queen's Nurse wanted for Arbuthnott, Kincardineshire; combined duties undertaken; lodgings provided; motorist required. Apply to the Superintendent for Scotland, 26 Castle Terrace, Edinburgh. (496)

Required **Day** and **Night Sister,** over 40 preferred, for Ex-Services Welfare Society Home, for cases of Neurosis, opening shortly. Salary according to experience, might share two friends. Apply Matron, Tyrwhitt House, Oaklawn Road, Leatherhead. (510)

Assistant Nurses required at the County Hospital, Mill Road, Cambridge. Rushcliffe Scale. Apply to the Matron. (329)

FOR SALE

Rubber bed sheets, 6ft. x 3ft., new, reinforced at corners, 25/- each. Waterproof cotton sheets, 9 x 4ft., used but good, slightly irregular shape, 22/6 each. White made cotton sheets, good condition, 9 x 9ft, made dust sheets, etc., 40/- each. Surgical plaster on gauze, rolls of 60, 6in. square, 3/6, dozen 36/- — Batley & Co., Stockport. (308)

Weybridge.—Suitable for Nursing or Convalescent Home or Institution. Facing South with 14 bed and dressing rooms, 2 bathrooms, cloakrooms and ample offices, 3 reception and large billiard room. Central heating, gas and electricity throughout; parquet flooring and lino. Telephones. About 3 acres vegetable, fruit, flowers and poultry. Valuable road frontages. Two garages with modern flat with telephone. ½-mile Station. Vacant possession. £10,000 freehold. Would consider letting furnished. Write Box No. 272, the "Nursing Times," St. Martin's Street, London, W.C.2. (272)

Navy blue dresses and aprons. No coupons. —Box No. 498, the "Nursing Times," St. Martin's Street, London, W.C.2. (498)

WANTED

Elderly lady wants accommodation with board and attendance. North-west district preferred. Please reply to—Thom, Melvin House, Golders Green Road, London (396)

Nurse, retired, seeks Ladies' or Nurses' Home in Northumberland. Small means. I. Richards, 23, Station Road, Whitley Bay, Northumberland. (485)

HOLIDAY AND RESIDENTIAL

Visitors to London—Bed-Breakfast. Comfortable rooms.—Devonia, 244 Gloucester Terrace, W.2. (161)

Switzerland. Limited accommodation now available. Escorted departures every Friday 10 days from £24 (2nd class travel). Book now—P.T.A., 311b Regent Street, W.1. Mayfair 8100. (365/22)

MISCELLANEOUS

MATRONS, ETC.
Full particulars of vacant posts in
RECOMMENDED SCHOOLS
can be obtained from
TRUMAN & KNIGHTLEY LIMITED
Scholastic Agents. Licensed L.C.C.
Telephone: REGent 2803 (6 lines).
Founded 1901
No Registration Fee
Terms on application
CLARENDON HOUSE
11-12 CLIFFORD STREET
NEW BOND STREET, LONDON, W.1. (87)

6, 1946

EDICAL

AND

Medi
the u
on, Ke
is offe
.S.M.M.
Practi
al and
and

e Matr
.I. wh
pointme
en 11 a
(365/9.

TION

SING

ROLL
July
are to
ester.
(527

rbuthno
s una
requis
Scotla
(496

, over
re Soc
ng shor
night
mitt Ho
(510

he Com
Rusher
(523

new,
Waterpro
ood, slig
e made
9ft.
ical pla
3/6, d
(308

ng or C
acing S
ns, 2 b
es, 3 re
ral heat
t; pat
Abou
nd poul
arages
ile Stat
freeh
Write
St. Mart
(272

No coup
Times."
(498

on with
district
Melvin H
(396)

Nurses' Ho
. Richards
thumberla
(485

TIAL

fast. Co
Glouces
(161)

ndation
very Fri
ravel). B
treet. W
(365/22)

osts in
OLS

LIMITE
ensed L.C.
lines).

n
E
EET
ON, W.1.
(87)

The New Sanitary Tampon for MENSTRUAL HYGIENE

Here is an entirely new development in the manufacture of tampons. LIL-LETS are actually *sanitary towels* compressed to tampon shape for internal use. They have been specially designed to meet the previous objections of gynaecologists to this form of internal protection on the grounds that it may possibly lead to vaginal trauma or infection.

LIL-LETS are made of highly absorbent cotton wool, *wholly contained* in a cover of absorbent gauze. This entirely eliminates any risk of cotton wool particles becoming detached to set up irritation. After compression, each LIL-LETS tampon is coated with a thin, readily soluble and completely innocuous film which ensures smooth and easy insertion *without the use of an applicator.*

★ Every carton of LIL-LETS carries a warning that no tampon is suitable for all women, and that tampons should not be used by unmarried women or young girls unless recommended by a doctor. An uncompressed specimen, together with one dozen of the finished product and a fully descriptive leaflet, will be sent on receipt of professional card.

Lil-lets

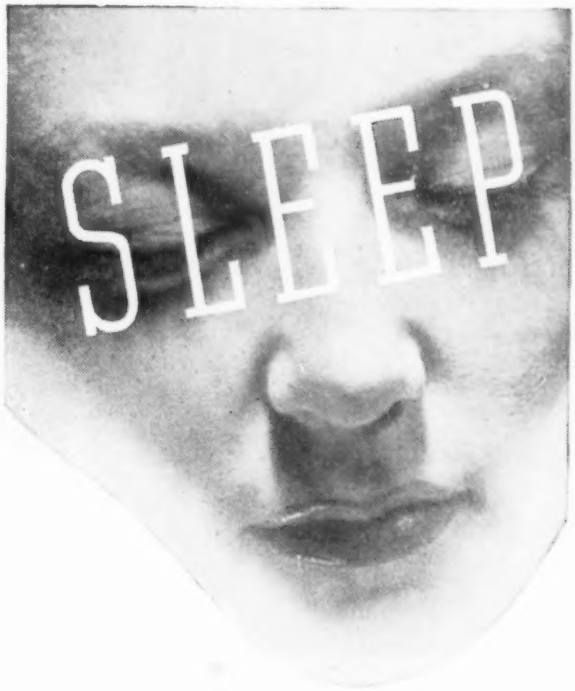
A product of
T. J. SMITH AND NEPHEW LTD. · NEPTUNE STREET · HULL
Makers of Elastoplast

CONCENTRATED OXO

A Superb Beeftea

Beeftea, made from Concentrated OXO, contains the physiological stimulants of beef which aid assimilation, promote muscular activity and act as restoratives in debility.

Concentrated OXO
contains 0.5-0.6 *Mg/Gm of the Vitamin Niacin*
(References: Drummond & Moran, Nature 1944, 153, 99, *Frankau, BMJ,* 1943, 11, 601)



Many people enjoy Bourn-vita as a hot drink last thing at night because they find it helps them to drop off to sleep quickly and naturally. The eggs, malt, milk and chocolate of which it is made are blended in such a way as to make it easily digestible, as well as pleasantly soothing to drink. This makes it as suitable for the convalescent as for those in perfect health.

CADBURYS
BOURN-VITA

MENOPAUSAL SYMPTOMS ?

MENOPAX *indicated!*

STILBŒSTROL DIPROPIONATE
plus
★ ISOBROM

A CAUSAL and SYMPTOMATIC SPECIFIC for the relief of menopausal symptoms such as HOT FLUSHES of the face and neck, NERVES, GIDDINESS, PALPITATION, HEADACHES, EAR NOISES, INSOMNIA, "PINS AND NEEDLES," ITCHING etc.

STILBŒSTROL DIPROPIONATE *acts similarly to natural œstrogens, but is several times more active, and its action more prolonged given by mouth.*

★ISOBROM *is a combination of Bromisovalerylurea and Bromethylbutyrlurea (Carbromal) in equimolecular proportions. It is an entirely safe and reliable sedative without toxic effects, less drastic than Barbiturates, but more effective than Bromides or Valerian.*

NO SIDE EFFECTS **NO NAUSEA**

If you are attending a patient who is between 40-50 and suffers from any of the above symptoms, consult her doctor about Menopax.

Prices 5/7½ & 11/3 from all chemists

FREE TO NURSES. Readers of the **NURSING TIMES** are cordially invited so send for FREE PROFESSIONAL SAMPLE OF MENOPAX, and 3d. in stamps for a copy of the Book "The Crisis in Woman's Life."

CLINICAL PRODUCTS LTD., RICHMOND, SURREY

For the most intimate purposes—

nothing but the best can ever be too good . . .

That is why only pure absorbent cotton-wool, soft, hygienic and supremely comfortable, is allowed to form Splendor's

SENTINEL
SANITARY TOWELS
(For Soluble ask for Splendor's "KUMFEX")

Obtainable from all chemists, drapers and stores . . . .

Made and Guaranteed by
SPLENDOR LTD. LONDON & NOTTINGHAM.
BABY AND SANITARY WEAR SPECIALISTS.

Why the BOTTLE-FED BABY *needs* DIGESTIVE AID

A baby bottle-fed from birth is deprived of the laxative properties of the colostrum, and until the system can adapt itself to artificial food the digestive organs will be upset and acidity — the cause of curdling and wind — will result.

Unless this condition is corrected with "Milk of Magnesia", constipation will add to baby's distress. A teaspoonful given with the first feed in the morning will keep the stomach sweet and free from discomfort and pain, and assist the bowels to function normally.

'MILK OF MAGNESIA'

'Milk of Magnesia' is the Registered Trade Mark of Phillips' preparation of magnesia.

"Nursing Times" Editorial and Publishing Offices: MACMILLAN & Co., Ltd., ST. MARTIN'S STREET, LONDON, W.C.2. Telegrams: Publish, Lesquare, London. Telephones:: Editorial—WHItehall 7678; Advertisements—WHItehall 8831. Subscription rates (post free to any part of the world) are:—Twelve months, 19s. 6d. Six months 9s. 9d. Three months, 4s. 11d. Special rate for College members:—12 months, 13s., 6 months, 6s. 6d., 3 months, 3s. 3d. Single copies 4½d. each, post free. Self-binder to hold 26 issues, 6s. 9d. post free. Printed in Great Britain by E. T. HERON & Co., Ltd., at Tottenham Street, London, W.1. July 6, 1946.

1946

London.
0s. 6d.
each,
1946.